



**2020-2021 Executive Council  
Minutes  
Wednesday, October 7, 2020  
Zoom**

**Guests:** Deb Smith-Howell, Ken Bayles

**Topic:** The Center for Biomedical Informatics Research and Innovation Proposal (Attachment 1)

**I. Official Call to Order:** Vice President Qureshi

**II. Presentation and Approval of Minutes:** September 2, 2020 (Attachment 2)

**III. Officers' Reports**

**1. President's Report:** Senator Ostler

**1. Commit to Complete Initiative:** The campus has just completed *Road Maps* that are part of the Board of Regents' Commit to Complete initiative. UNO has documented a set of Road Maps to help our students and families see sequenced options for the four-year path within each of our undergraduate programs. Please find the page at the following link: <https://www.unomaha.edu/academics/program-roadmaps.php>. In an effort to share this information efficiently with students, it is being offered in multiple places where our students are likely to go for information. Advisors are directing students to these links for various links, and in particular making it a point to use Road Maps. You will find access to this page posted on each of the following links:

<https://www.unomaha.edu/registrar/index.php>

<https://www.unomaha.edu/academics/majors-and-programs/index.php>

<https://www.unomaha.edu/registrar/students/before-you-enroll/class-search/index.php>

<https://www.unomaha.edu/academics/index.php>

According to Asst. Vice Chancellor Sarah Edwards, the next steps of this project will be to enter the plans into the undergraduate catalog for annual departmental verification. Having the ability to present and update these Road Maps will also enable the campus to consider implementing additional tools, such as the DegreeWorks Planner. Students would have the ability to play "What if" with their degree programs and evaluate sequenced course options from start to finish as they consider various degree offerings. Please thank the Academic Advisors who have made this happen.

**2. Policy and Compliance:** The *Bridge* program is now available. This is a compliance and training "one stop shop" for the professional and workplace training modules we all need to have in place. Up to this point, there have been lots of questions about timelines, access, how to locate, etc. This has been a legitimate issue because previously if we wanted to complete Title IX,

for example, we would do that through Firefly. If we want Health and Safety training, we have to go somewhere else and so on. Bridge is from the same makers as Canvas and works in somewhat the same fashion. Courses can be added locally based on the need of the institution and there are some powerful analytic tools included that can provide a nice array of statistical breakdowns. UNO now has the necessary licenses for every staff and faculty on campus to use this app. Additional information about Bridge may be found at the following link: [Nebraska.bridgeapp.com](https://Nebraska.bridgeapp.com)

**3. COVID Tenure Clock:** Sr.V.C Kopp released a memo to the Deans describing aspects and options for modified review, reappointment, and tenure cycles due to Covid-19. An initial memo went out several weeks ago describing the process and since there have been some requests for clarification. The memo for the *stop* on the tenure clock for COVID distilled down to the following points.

- a. Everyone has been given the extension. Doing this puts no one in the vulnerable position of having to ask for the extension. No one is forced to accept the extension and may elect to be reviewed 'on his/her original clock.'
- b. For those who accept the extension this year, they may any time in the future ask to be reviewed on his/her original clock with no penalty. That decision would become binding. This does not prohibit faculty from requesting an extension for other reasons as noted in the CBA.
- c. Any faculty member is welcome to submit a binder this year in order to obtain feedback. Doing so, or not doing so, will have no negative consequence. It should be noted that feedback can also be obtained during the regular annual review process in the spring, or at any time in conversation with departmental leadership.

**4. Staff Advisory Council:** Faculty Senate has been partnering a bit more with the Staff Advisory Council. SAC has requested assistance in making their message heard across campus about Salary inequities and increased workload obligations. Staff will not be receiving a salary increase this year and they are concerned that the combination of vacated positions and new processes related to remote/site based work environments is putting heavier obligations on staff across campus. SAC is considering their own Salary study since they feel like they have not had adequate success in getting data/salary survey information from campus resources. One of the biggest concerns is that many of the offices on other campuses doing the same jobs have 2-3 times the personnel resources and are paid substantially more for what equates to less work. Reported moral is considerably lower than it has been in the past and is leading to attrition.

**5. Auxiliary Appointments:** Distinguished Associate Professor/Distinguished Professor Auxiliary Appointments were discussed last year in Faculty Senate

and were instituted to address salary inequities and other issues do to extended service-based assignments which are typically not part of workload calculations. These appointments comply with the current contract and were designed to be funded by the individual colleges. To my knowledge, none of these appointments have yet been offered this year. The specifics of the appointments have not been standardized and comments coming out of the Deans forum suggest that additional information might be helpful under the topics of: how many appointments per college would be appropriate, what is the honorarium amount/year, what are eligibility requirements, how long would an appointment last, are renewals possible, etc.

**6. University Reappointment, Promotion, and Tenure Guidelines:** The RPT process as defined at the University level is antiquated and needs to be updated. With some of the current FS efforts including the proposal for Non-Tenure Track Faculty Promotion will need to include review and evaluation protocols for promotions at this level. Further, in order for Academic Affairs to be consistent with the various college decisions, and more consistent “common denominator” would be appropriate. Sr.V.C Kopp has requested input from Faculty Senate as his team moves forward on this project

## **2. Secretary’s Report on EO&A Meeting: Senator Surface**

### **1. Chancellor Gold & SVC Kopp Updates:**

- a. Budget updates given record enrollments in some areas
- b. Campus function updates

### **2. Faculty Senate Issues/Updates:**

- a. Faculty Senate Coordinator position hired and functioning... thanks for putting up with the bumps over the summer and early fall
- b. J-term/Calendar work with SGUNO
- c. AAUP Cooperative work with Non-Tenure Track Faculty Promotion proposal for possible inclusion in the Bargaining agreement
- d. We are about to launch into some new Policy and Compliance issues and hope to work more extensively with Drew Nielsen on these issues, particularly those that help us support students during this difficult time
- e. Accept Senator Jodeane Brownlee’s resignation

*Further Discussion: Senator Brownlee’s resignation was unanimously accepted.*

<b>2020-2021 Resolution Action Table</b> <b>(Action Pending and Current Resolutions/Written Replies)</b>								
<b>Res.#</b>	<b>Date Senate Passed</b>	<b>Title</b>	<b>Admin Accept</b>	<b>Sent for Senate Action</b>	<b>Denied</b>	<b>Deferred</b>	<b>In Progress</b>	<b>Final Action/Resolved</b>
4418	6/3/2020	Diversity, Equity, Access & Inclusion – Be a Maverick Statement						Resolved
4419	9/10/2020	Faculty Grievance Committee to replace Donna Dufner (retired)						
4420	9/10/2020	Professional Conduct Committee to replace Harmon Maher whose term has expired.						
4421	9/10/2020	Academic Freedom and Tenure ballot for distribution to full-time UNO faculty, which is to elect two tenured faculty members						
<b>TO BE FOLLOWED UP</b>								
<b>CARRIED FORWARD</b>								

### 3. Treasurer's Report: Senator Surface (September 2020)

## IV. Standing Committee Reports

### A. Committee on Academic and Curricular Affairs: Senator Wessling

#### 1. Teaching Evaluations:

Per ACAC's motion last year, an ad hoc committee of faculty and administration is being formed to examine the current teaching evaluation process. As we do not yet know the scope of the ad hoc committee's work, ACAC will wait and see if there are additional angles for the committee to examine in regards evaluating teaching effectiveness

#### 2. Attendance Policy:

The Office of Academic Affairs is looking into developing a new permanent attendance policy that accommodates religious holidays. This is different from the Interim Attendance Policy that Faculty Senate passed last March that removed the requirement for students to present supporting documentation to justify absences resulting from illness. The committee will try to find out more information about this

new attendance policy proposal. Senator Benenson will follow up with Dr. Ostler and identify what needs to be covered in the attendance policy.

### **3. Academic Issues with Adding a J-Term:**

The committee will investigate the academic implications arising from the proposed addition of a 3-week J-Term.

Results of the Student Government survey of over 1600 students indicate that 70% supported the idea of a J-Term. Students supported it for many reasons. A cursory look at the survey free-form responses indicates the following recurring reasons:

- a. a way to get ahead
- b. a way to spread the course load
- c. a chance to take courses they otherwise would not take
- d. it gives a longer winter break, which some can use to work more
- e. it would not benefit them but they are sure others would benefit

Here are some students' recurring concerns with the adjusted calendar

#### **a. J-Term:**

- 1. unrealistic to compress 3-credit hour class into 3 weeks
- 2. Saturday classes interfere with work

#### **b. Modified Spring Semester**

- 1. not happy with a shortened spring break
- 2. a shortened spring would make some already challenging classes more difficult
- 3. delays the end of spring semester - messes up graduation and summer plans

Should the J-Term move forward, Student Government also recommended the establishment of several working groups to tackle academic, financial, health, and logistical concerns, as well as concerns for inclusion of non-traditional students.

In a recent AAUP meeting, faculty also expressed concern that some students might have an unrealistic view of courses that can be offered, that courses offered may not have enough enrollment, that some faculty will have no time to reset, incompatibility with courses that cannot be rushed, availability of support services like Speech and Writing Centers, etc. On the other hand, some faculty see the opportunity for teaching new classes, like foreign languages or study abroad.

The committee seeks input from faculty to understand what courses can and cannot be offered, and from administration to understand what can and cannot be done with the calendar. Senators Tocaimaza-Hatch, Siy, and Harbour will look into getting faculty input on what can be offered and also identifying best practices from other universities, while Senators Wessling and Robinson will look into getting administration input, particularly on the calendar impact. Once there is an understanding of what is realistically possible, the committee will meet with Student Government to obtain feedback.

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

### **1. Facilities and Administration (F&A) Issues**

- a. James Shaw summarized information about F&A costs gathered by the ER&S Committee last year:
  1. The typical rate is 46.5%
  2. Some grants stipulate that there be no F&A costs. In some cases, F&A may be set at 10%-20%
  3. Some question as to whether F&A is treated as a revolving account by departments
  4. The distribution procedures appear to vary by department and by college
  5. The committee reviewed the report it made to the Faculty Senate in December 2019 – that sheet is attached
  6. Richard Stacy reported to the Committee that he joins the Executive Committee in monthly meetings with the Chancellor and Senior Vice Chancellor. He has since discovered that Committee Chairs do not attend that meeting. Nevertheless, he will request that the President ask the Senior Vice Chancellor if there have been any updates on the F&A policy since March 2020

### **2. Paul Beck Memorial Scholarship**

- a. James Shaw provided the following information about the Scholarship:
  1. Paul Beck was a popular Professor of History from the 1950 to 1975
  2. Donations may be made to the scholarship fund at:  
<https://commerce.cashnet.com/UNOCW?itemcode=CW-PBECK>
  3. Last year the committee set the scholarship amount at \$500. Last year the committee received about 100 applications, and it awarded 8 scholarships (6 undergraduate and 2 graduate students based on the proportion of applications from each group)
  4. Members of the ER&S Committee review and follow a rubric to score the applications
  5. The ERS Committee reports the scholarship awards at the April Meeting of the Faculty Senate

### **3. J-Term**

- a. There was a brief discussion of issues related to J-Term but no resolutions were considered

## **C. Faculty Personnel & Welfare Committee: Senator Helm**

1. The Committee reviewed and clarified its current assignment: **To facilitate and provide guidance to faculty who have had their Board of Regents Bylaw 4.1 violated and are seeking resolution.**

**a. Bylaws of the Board of Regents**

Chapter IV. Rights and Responsibilities of Professional Staff

4.1 Academic Responsibility. Membership in the academic community imposes certain obligations. These obligations include the following duties of academic responsibility: (a) To respect: (1) the dignity of others; (2) the right of others to express differing opinions; (3) the right of others to be free from fear, from violence, and from personal abuse; and (4) the right of the University community to be free from actions that impede its normal functioning.

2. The Committee met with Connie Schaffer, Director of Ombuds Services, to identify resources available to faculty.

**Grievance Committee**

<https://www.unomaha.edu/faculty-senate/faculty-committees/faculty-grievance.php>

**The Professional Conduct Committee**

<https://www.unomaha.edu/faculty-senate/faculty-committees/professional-conduct.php#policiesand-rules-of-procedure>

**Ombuds Services**

<https://www.unomaha.edu/ombuds-services/index.php>

**Title IX**

<https://www.unomaha.edu/office-of-equity-access-and-diversity/title-ix-information/index.php>

**Human Resources**

<https://www.unomaha.edu/human-resources/index.php>

**College Resources**

Department Chair/Coordinator, School director, College Dean

3. The Committee identified individuals on campus charged with addressing faculty personnel concerns and is currently scheduling interviews with them
4. The Committee noted that each UNO resource has a different mission and the outcomes vary. We identified a need to clarify the procedures and outcomes for each process.
5. The Committee decided that the best result for this project is to create a flow chart that identifies starting points for faculty, how each resources may or may not lead to a solution and how to move from one resource to another. Dr. Schaffer has volunteered to collaborate with the committee on this document

**D. Committee on Goals and Directions: Senator Schulz**

1. Review of potential topics for the year
2. Laddering proposal for full-time instructors
  - a. Cameron provided an update on the laddering proposal for full-time instructors
3. Discussed career path opportunities and support for adjunct instructors
  - a. Remain a separate initiative from full-time instructors
  - b. Possible areas of support
    1. Reduced parking fees
    2. Technology support, including webcams
    3. Affordable access to the Wellness Center
    4. Tuition reimbursement
  - c. Discussed administrative oversight of adjunct instructors
  - d. Discussed a potential survey of adjunct instructors
  - e. Contact central administration about credit hour production of adjunct instructors
    1. Steve will contact central administration (Hank Robinson, Aileen Warren, Cecil Hicks)
  - f. Discussed potential a need for representation on the Faculty Senate by adjunct instructors
  - g. Charles will draft a document for consideration
4. Sustainability on campus
  - a. Identified the wide variety of initiatives on campus
  - b. Harmon will gather information about the Center for Sustainability

**E. Professional Development: Senator Rech (Vice Chair)**

**1. The following four problems have been identified for the committee to work on:**

1. Language approved by the NU Board of Regents August 14 amends the sexual misconduct policy and updates procedure for how it responds to sexual misconduct reports. What is the protocol for UNO faculty?

*Recommendation:* Contact Sara Wil Interim Coordinator with Title IX. 402-554-2120 or [sweil@unomaha.edu](mailto:sweil@unomaha.edu) -Does language address potential misuse by students who use it as harassment of faculty?

2. Collective Bargaining agreement/negotiation involving instructors and lecturers afforded the same protection(s) by AAUP as tenured faculty.

*Recommendation:* Contact Union representative to seek advice and counsel

3. Senator Krasnoslobodtsev proposed a survey of faculty before the big renovation of Durham Science Building. The survey would inquire what the faculty would like to see this renovation change or bring about that would



help their professional growth. For example, if someone was considering a different instructional model that requires special room layout, or a research space that needs water supply or fume hood put in. As per Iulia's comment, perhaps asking for wider, more comfortable desks for students to take paper/pencil notes/tests

It would be a good opportunity to get those thoughts in before all the planning of renovation is finalized

This survey would also allow us to gather Faculty's thoughts, ideas, and concerns about professional development both in research and education

*Recommendation:* contact the Faculty Senate liaison to the University Committee on Facilities Planning.

4. A resolution was proposed in the September Faculty Senate meeting seeking a statement of support for social justice training in all aspects of the University and in public institutions.

*Recommendation:* Members of the PD Committee suggested clarity on language between "statement of support" and "social justice training." The committee would also seek details regarding what is the resolution's goal. Is this something that is established in another committee?

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

1. Committee assignments (UCRCA)
2. cHarmony
3. Ballot results:
  - a. Shari DeVeney (EHHS) – 79 votes
  - b. Nancy Kelley (CPACS) – 110 votes
  - c. Andrew Smith (A&S, Math) – 84 votes

*Further Discussion:* Senator Anderson stated that two people from Arts & Sciences are needed for the committee assignments.

**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

**C. Ad hoc Committee on Faculty Advancement:** Senator Ostler (Attachment 3)

**D. Ad hoc Committee on Teaching Evaluation:** Senator Surface

*Further Discussion:* In regards to Senator Ostler's proposal, Senator Qureshi requested that the proposal emphasized the point that instructors should be treated fairly and that this proposal grants job security and be seen as an opportunity for professional growth.

*Senator Wessling stated that using the language “no less than” when discussing the pay for promotion may possibly lead to pay inequalities. Senator Hale responded that the goal of the language is to stop pay increase disparities. The motion to present the proposal to the Faculty Senate was unanimously approved.*

## **VI. Non-Senate Committee Report(s)**

## **VII. Unfinished Business**

### **A. Wellness Committee**

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

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

## **IX. New Business**

- A. Open discussion and information on University level Reappointment, Promotion, and Tenure Guideline updates. Academic Affairs has asked FS to contribute/consult on this process, particularly if the Non-Tenure Track Faculty Promotion resolution passes

*Further Discussion: Senator Stacey informed Senator Ostler that junior faculty are being discouraged from applying for tenure early and suggested that they should encouraged to do so in order to keep good faculty. Senator Surface stated that their needs to be more information on the use of technology and Senator Qureshi agreed. Senator Wessling suggested that their needs to be very clear guidelines for course evaluations scores and how they are used in relation to promotion, tenure, and reappointment. Senator Ostler responded that the Senior Vice-Chancellor has stated that course evaluations scores are not to be used, though it does still happen. Senator Ostler requested that the Professional Development Committee begin discussions on this topic and will bring this request up at the October senate meeting. A motion to move forward to the Faculty Senate meeting was proposed and approved.*

- B. Open discussion on J-Term Considerations for 2022 (Attachment 4) and possible resolution. If the Sr.V.C. has the dates for the Calendar Year defined for a J-term, we may move and vote on a resolution for a second round of data to be collected and presented prior to the end of October so that it may be considered in CB negotiations
- C. Motion on the formation of an ad hoc committee for Bylaw revision
- D. Executive Council special session

*Senator Ostler made a motion to send a letter to Deb Smith-Howell and Ken Bayles stating that the CBIRI Propoal will be sent to all members of the Faculty Senate so that they may review and provide feedback on it should they so choose.*

## **X. Adjourn at 3:58 p.m.**