



2020-2021 Executive Council Minutes
Wednesday, November 4, 2020
Zoom

Members: Anderson, Hale, Ostler, Qureshi, Rech, Schulz, Stacy, Surface, Wessling

I. Official Call to Order: Vice President Qureshi at 2:01p.m.

II. Presentation and Approval of Minutes: October 7, 2020 (Attachment 1)

Approval for the October minutes has been delayed until the December meeting.

III. Officers' Reports

1. President's Report: Senator Ostler

- A. COVID-19 is picking up steam again and we are seeing more examples of "Pandemic Fatigue" across campus from students, faculty, and staff. More people on campus are not wearing masks or observing basic Social Distancing measures, which of course increases the likelihood of exposure on a broader scale. Incidents on the UNO campus remain relatively low. In fact, UNO is currently one of the safest campuses in the country. To keep us this way, please be diligent in reminding colleagues and classes to be attentive to the pandemic trends and that "good fortune follows good habits."
- B. Bylaws change... Earlier this year, the initial proposal on the BOR Bylaws change to Administrative Leave or Termination was rejected by UNL Administration. Nicole Buan, the UNL Faculty Senate President said, "Since that time, the UNL Faculty Senate has been working closely with NU General Counsel and UNL Administration to draft language that the faculty and Administration can jointly support. After many months of negotiation, we have developed the attached proposed language that is both consistent with employment law and protects academic freedom. Care was taken to ensure the language is consistent with faculty governance proceedings on each campus. We have already received assurance that our Chancellor and NU President Carter support the document. However, in order to submit the changes for BOR for approval we would again need ratification by UNK, UNMC, and UNO."
- C. I've been asked several times about classes going on after Thanksgiving. If a syllabus statement was made indicating that online only would be the delivery mode after Thanksgiving, faculty may proceed with that method. Otherwise, classes should continue in their current form unless messaging comes from academic affairs recommending a modification of instruction modality. We are watching carefully the trends which, at a national level, are setting new records of infection and spread. Much of this is due to state governments trying to find a balance between jumpstarting the economy and keeping people safe. In many states, governors have rolled back directed health measures, particularly for businesses such as bars and

restaurants. Much of the resurgence is credited to these changes in public behavior. The risks will be elevated during the holidays so we asked about a line in the sand... i.e. at what point is the decision made to go completely online. The chancellor noted that the point at which Contact Tracing becomes ineffective is the trigger for more aggressive action to be initiated. **IF** that is to occur, we may need to switch to online only so they continue to monitor closely the PRAM data. Many other universities across the country have already made the decision to be online only. As of now, the next semester at UNO will continue in a de-densified form that is roughly congruent to our current campus operations unless directed otherwise.

- D.** UNO Faculty Senate Bylaws Amendment Committee has met to suggest language for an addition to our bylaws that will allow the continuation of electronic meetings as long as the Pandemic threat remains significant. In late June, Governor Rickett's provision allowing electronic meetings expired. Our current meeting modality is "Technically" out of compliance, although the spirit of the meetings including written form of resolutions, fully deliberative meetings, voting and private balloting, etc. are all met. Since then, we have been working to create language that would allow us to meet electronically.

2. Secretary's Report on EO&A Meeting: Senator Surface

A. Chancellor Gold & SVC Kopp Updates:

1. Committee on Academic Resources and Services has requested an update on distribution of Indirect Costs generated from external funding. Specifically, they understand that each college functions differently and has different needs and expectations as they incorporate F&A into their respective budgets; however, they have noted transparency and communication about how this is decided could be improved. The Senate is hoping for more information about how colleges make decisions about F&A distribution and if they would be willing to share those protocols.
2. I've been asked by the other Faculty Senate Presidents if UNO has done any formal data collection on the progress we are making in the context of the pandemic. This is an attempt to measure how effective summer planning was and if modifications to those plans are necessary to improve conditions for spring. What is being looked at and what planning modifications, if any, are in the works?
 - A. At the present time there are still too many unknowns to predict the summer plans
3. Chancellor Gold shared the most recent COVID data, including Governor Ricketts rolling back some of the directed health measures involving bars and restaurants. Dr. Gold indicates that the virus is going to get worse before it gets better. At the time of the meeting, there were 200 positive cases reported on campus. The administration is considering the mandatory use of the mobile app—

1-Check for all persons who come to campus.
 Dr. Gold expressed concern brought to him by Dr. Meza regarding seeing people on the UNO campus not social distancing and without masks
 VC Kopp indicated that the Spring semester would continue as planned with the same levels of de-densification on campus.
 Regarding Instructional modes after Thanksgiving Holiday: Some faculty have asked if they are **required** to conduct classes remotely after Thanksgiving given that the initial intent was to keep students from having to travel twice during the holidays.

B. Faculty Senate Issues/Updates:

1. J-term/Calendar work with SGUNO continues. Sr.VC Kopp and Student Govt. President Moore plan to meet with the Academic and Curricular Affairs Committee to discuss possible calendar dates and answer faculty questions about academic and financial viability.
2. A question has come up in the Senate under New Business, regarding student fees. The questions are coming from students who signed up for courses with the intent to be physically in class but are apparently paying some kind of Distance Education fee.

2020-2021 Resolution Action Table (Action Pending and Current Resolutions/Written Replies)								
Res.#	Date Senate Passed	Title	Admin Accept	Sent for Senate Action	Denied	Deferred	In Progress	Final Action/Resolved
4419	9/10/2020	Faculty Grievance Committee to replace Donna Dufner (retired)						Resolved
4420	9/10/2020	Professional Conduct Committee to replace Harmon Maher whose term has expired.						Resolved
4421	9/10/2020	Academic Freedom and Tenure ballot for distribution to full-time UNO faculty, which is to elect two tenured faculty members						Resolved
TO BE FOLLOWED UP								
CARRIED FORWARD								
4422		Faculty Advancement Resolution						

C. Treasurer's Report: Senator Surface (Sept-Oct 2020)

Faculty Senate of the University of Nebraska at Omaha Operating Budget August 2020													
Expenses Paid: By Month	July	Aug	Sept	Oct	Nov	Dec	Jan	Feb	Mar	April	May	June	YTD
521100 Postage	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
521200 Communications	22.00	22.00	22.00	22.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	88.00
521500 Print & Copies	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
521800 Dues/Subscriptions/Fees	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
521700 Engraving	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
524200/900 Rent Conf Fac	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
520000 (Op. Exp./Serv.) Total	22.00	22.00	22.00	22.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	88.00
5311/5314/531900 Office Supplies	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
531300 Catering	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
530000 (Op. Supplies) Total	0.00	0.00	139.00	1,959.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	2,098.00
541100/500 Lodging/Fees	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
541400 Mileage:	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
540000 (Travel Expense) Total	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Total Non-Personnel Services	22.00	22.00	161.00	1,981.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	2,186.00

Year To Date:	Budget	Spent	Pending	Balance	Bal. %	Comments				
520000 Operations	2,000	88	0	1,912	96%					
530000 Supplies	3,785	2,098	0	1,687	45%					
52000 & 530000	5,785	2,186	0	3,599	62%					
540000 Travel	775	0	0	775	100%					
Total Non-Pers. Services	12,774	2,186	0	10,588	83%					

IV. Standing Committee Reports

A. Committee on Academic and Curricular Affairs: Senator Wessling

1. J-term and Proposed 2021-2022 Academic Calendar

We met Oct. 28th with SVC Kopp and Mr. Jabin Moore as our guests. Prior to our meeting each committee member sent an email to our respective college faculty, requesting any questions regarding the J-term and/or adjustments to the academic calendar that we may be able to ask on their behalf. SVC Kopp and Mr. Moore spent an hour listening to concerns and answering faculty questions. With more questions to ask, but not enough time to get them answered, we are compiling the questions that remain into 'themes' to send to SVC Kopp to answer as he has time.

Once we have his responses, we are going to:

- A. create a FAQ's document to distribute to faculty campus wide. We will then ask faculty if they would be willing to endorse moving forward with a J-term
- B. continue to research other universities and colleges that offer an interim session or J-Term to gain a better perspective on the types of course offerings that an interim session would allow
- C. reach out the UNL's Faculty Senate to see which courses are being offered in their J-term since they are beginning a J-term this academic year, but nothing can be easily found on their website
- D. Have a faculty decision as to whether or not they will support implementation of a J-Term to SVC Kopp before the semester ends

2. Attendance Policy

Academic Affairs has not provided a draft of an attendance policy for us to examine. Some research into attendance policies at other universities was started. We do not feel it is our committee's responsibility to draft policy for the University, but to provide faculty input.

B. Committee on Educational Resources & Services: Senator Stacy

1. Facilities and Administration (F&A) Issues

- A. Jeanne Surface attended the Executive Committee with the Chancellor and Senior Vice Chancellor and reported that there have not been any updates regarding F&A since March of this year. The ER and S Committee will resume discussions on F&A at the net meeting.

2. Paul Beck Memorial Scholarship

- A. James Shaw reported that the announcement about availability of the scholarship will be announced in February and the ER&S Committee will be responsible for the announcement. Financial need will be a primary criterion for awarding the scholarship.
- B. Paul Beck was a popular Professor of History from the 1950 to 1975.
- C. Donations may be made to the scholarship fund at:
<https://commerce.cashnet.com/UNOCW?itemcode=CW-PBECK>

3. Student Fees

- A. The Committee discussed the recent news stories with regards to concerns by students about fees. The Omaha World Herald story was presented for review. One of the primary concerns by the students seems to be transparency. The ER&S Committee will invite Kathy Pettid to attend the next committee meeting to provide current information on the topic.

Further Discussion: Senator Rech asked where central admin stands on the subject of student fees. Senator Stacy responded that that is something that will be asked in their next meeting. Senator Ostler informed the council that the subject was brought up at the EO&A meeting and it is something on the mind of the central admin right now.

C. Faculty Personnel & Welfare Committee: Senator Helm

We continue to work on developing a flow chart that will provide easy and informed access to university resources available to faculty seeking a resolution to a conflict.

1. Conversation with Sarah Weil, Director of Title IX

- A. Sarah presented a full picture of the Title IX office and its function on the UNO campus. Topics covered were:
 - 1. Description of Title IX** - UNO is responsible for responding to allegations of sexual misconduct to immediately stop the harassment, remedy its affects, and prevent its recurrence
 - 2. Reporting Options** - Administrative and/or police report; reports can be anonymous.

3. **Who is Protected under Title IX** - UNO faculty, staff, and students.
4. **Services provided by Title IX** - Counseling references (multiple options), investigations, hearing
5. **Hearing** - Both parties present cases in front of a judicial committee. Parties may provide advocates and legal support
6. **Outcome** - Committee will generate a report that will be forwarded to concerned parties' supervisors

Sarah invited all members of UNO faculty to participate in 1hour title IX training for faculty and instructors offered through the Center for Faculty Excellence. The link for Faculty/Instructor training can be found here: [Title IX Training](#)

The next session is November 6th from 2:00 - 3:30

2. Continuing discussion on UNO resources available to faculty seeking a resolution to a conflict

A. Current List of UNO Resources under consideration for the Flow Chart:

1. **Ombuds Services** - Connie Schaffer (interviewed 9/20)
2. **Professional Conduct Committee** - Information available via Senate Website
3. **Faculty Grievance Committee** - Information available via Senate Website
4. **Title IX** - Sarah Weil (interviewed 10/20)
5. **ADA** - Americans with Disabilities
6. **Title VII** - Affirmative Action, Equal Opportunity
7. **Human Resources** - Aileen Warren (interviewed 10/29, Laura Wakefield interviewing 11/20)
8. **AAUP Mediation** –
9. **Academic Affairs** - Candace Batton

B. Current List of UNO Resources considered but not appropriate for the Flow Chart:

1. **Behavioral Review Team**
2. **Environmental Safety**
3. **Public Safety**

3. We discussed the difficulty locating the Human Resources Grievance procedures from their website and the discrepancy between the name of the procedures, *Grievance Procedures for Non-Academic Staff*, and the description within the "Scope" section of the document which appears to include "Academic Staff"
4. We discussed the need for appropriate professional representation based on race and gender within each resource.
5. We discussed and reviewed the parameters and design of the first draft of the flow chart.

A. Within each UNO resource the chart will provide:

1. Name of UNO unit
2. Contact person
3. Scope of complaints
4. Process

5. Outcome

6. Recognizing that many of the UNO resources' functions overlap, we discussed the need for a visual (Zen Chart) that clarified the similarities and dissimilarities. The director of Ombuds Services is collaborating with our project and will be a vital part of sorting out some of this information.
7. Our next meeting is November 23rd at 11:30. Laura Wakefield will be joining us to talk about HR.

Further Discussion: Senator Qureshi suggested that the committee reach out to Angie Eikenberry, who is the Grievance Officer for the AAUP, for more information on AAUP Mediation.

D. Committee on Goals and Directions: Senator Schulz

1. Discussed the laddering proposal for Instructors
 - A. Reviewed the discussion and vote taken at the last meeting of the Faculty Senate
 - B. No action items at this time
2. Adjunct Support
 - A. Reviewed a draft of a proposal to increase support for Part-Time Instructors
 - B. Discussed suggestions about establishing an Office of Liaison to Part-Time Instructors
 - C. Identified benefits of centralized representation and oversight of Part-Time Instructors
 - D. Discussed challenges and gaps in support experienced by Part-Time Instructors
 - E. Identified several areas of increased support
 1. Parking, technology, fees for the wellness center, conflict resolution
 - F. Action item: Review and update draft
3. Sustainability
 - A. Senator Maher provided an update from Kristina Hughes
 - B. Action item: Identify an opportunity for the Faculty Senate to support a specific initiative on sustainability

E. Professional Development: Senator Rech

1. Lack of awareness of a standard maternity leave for faculty (a faculty member has been asked to teach classes in an 8-week format in the spring, so she will be done with her classes when the baby is due). This is not appropriate. She will be on leave at that time, but is expected to “make up” all of her work ahead of time. We are not sure where this item belongs, but thought it was a valuable discussion and needs to be forwarded.
2. Revisited an item from the 19-20 committee regarding the sexual misconduct policy. Janice Rech will contact Sara Wil for clarification on the policy and the protection that is afforded faculty.

3. Dr. Krasnoslobodtsev will approach facility planning to ask that faculty in DSC be involved in renovation plans.
4. The committee had questions about the “social justice training” motion that had been presented and passed at an earlier faculty senate meeting. Is there a plan for such training?
5. In 19-20 the committee discussed a children in the workplace policy. Sam Ammons is going to explore what options may be available for sick child care for employees, as well as emergency childcare.
6. Questions arose about the attendance request forms for financial aid status for students that withdraw from a course. Some faculty have been approached by students and asked to respond in a manner that will allow the students to not be penalized for lack of attendance. Can a mechanism be put in place to keep students from requesting this? Is there an office to report these actions to?

Further Discussion: Senator Hale informed Senator Rech that there is a plan in place for faculty taking maternity leave and it was reviewed last year by the senate. He recommended that the professor reach out to their dean for assistance with this. Senator Stacy also recommended that the professor reach out to OMBUD's because policy isn't being followed.

For item three, Senator Ostler recommended that Senator Rech bring up the possibility of the Committee on Goals and Directions taking this on.

For item six, Senator Ostler recommends that this item be removed from the committee's agenda, as this is not a senate issue. Senator Wessling stated that Senator Rech could advise faculty to reach out to Trent Fredericksen.

F. Committee on Committees: Senator Anderson

1. Accepted the resignation of Patrice Proulx from the UCRCA. She intends to submit a proposal but UCRCA rules say that committee members may not submit proposals.
 - A. We are looking for a replacement for this A&S Humanities spot.
2. Assigned out committees by the “buckets” among the members of the CoC to contact
 - A. Academic & Curricular Affairs Committees (5 total) – AMY
 - B. Educational Resources & Services Committees (4 total) – SONG
 - C. Faculty Personnel & Welfare Committees (7 total) – LISA
 - D. Goals & Direction Committees (7 total) – DERRICK N.
 - E. Professional Development Committees (1 total) – SONG
3. We are working between our internal database (cHarmony) and the Faculty Senate Involvement webpage to make sure we have the correct committee member lists and so that each committee can be sure to elect a chair if there is not one already. Some committees are not/have not been meeting because there is no elected chair.

V. Other Faculty Senate Committees

A. Ad hoc Committee on Faculty Advancement: Senator Ostler

1. Vote on new language for the Non-tenure track Faculty Advancement proposal

Senator Qureshi made the secondary motion to replace the language previously used in the proposal presented to the senate with new language presented at the meeting. Senator Qureshi also made the motion to present the language to the Faculty Senate. The motion was seconded by Senator Schultz and unanimously approved.

VI. Non-Senate Committee Report(s)

A. Chancellor Sustainability Committee: Senator Hale

B. Disclosure Resolution Agreement: Senator Hale

Senator Hale informed that the Senate may want to consider finding another senator to fill the roles of Faculty Senate representative with these committee's as his time with the Senate will be finished come December, though he is willing to continue staying with these roles.

VII. For the Good of the Order

VIII. New Business

A. Proposed Bylaw Change for Administrative Leave and Termination of faculty (Attachment)

1. We need to make sure UNO FS votes on whether to ratify... Nicole Buan UNL Faculty Senate wrote, "UNL Faculty Senate has been working closely with NU General Counsel and UNL Administration to draft language that the faculty and Administration can jointly support. After many months of negotiation we have developed the attached proposed language that is both consistent with employment law and protects academic freedom. Care was taken to ensure the language is consistent with faculty governance proceedings on each campus. We have already received assurance that our Chancellor and NU President Carter support the document. However, in order to submit the changes for BOR for approval we would again need ratification by UNK, UNMC, and UNO."

Senator Schultz made the motion to have this appear on the agenda of the Faculty Senate. There were no objections.

2. Election of Second Chair

IX. Adjourn at 3:40 p.m.