

**2020-2021 Faculty Senate Minutes
Wednesday, March 10, 2021**

Present: Ammons, Anderson, Benenson, Bragg, Carroll, Fox, Gandhi, Garcia, Gift, Gold, Harbour, Helm, Huq, Kilinc, Kopp, Krasnoslobodtsev, Krause, Logsdon, Maher, Meza, Nero, Ostler, Park, Podariu, Qureshi, Rech, Robinson, Sample, Schulz, Shaw, Sim, Siy, Steed, Surface, Tocaimaza-Hatch, Vnuk, Volkman, Wakin, Wessling, Wisneski

Unexcused: Lee

I. Official Call to Order at 2:09 p.m.

II. The Minutes of February 10, 2021 were approved as submitted.

III. Officers' Reports

A. President's Report: Senator Ostler

1. Feedback on the proposals for Strategic Investment in Social Justice, Inequality, Race, and Class is requested by March 15. As you may know, Academic Affairs solicited proposals as part of our Strategic Plan and is hoping for a broad scope of review by faculty writ large.
2. Academic Calendar/J-Term update: The NU System Calendar Committee met on 2-25 to ratify the proposed integrated system calendars for a **pilot period** of 1-2 years with the goal of achieving a more unified NU System calendar. The J-term and subsequent adjustments to the Spring Calendar have been approved by the Calendar Committee and by Administrations at UNO, UNL, and UNK. UNMC will continue to run many different calendar start, stop, and break dates based on the many needs of the individual programs based on related accreditation cycles, etc. The proposal needs to be approved at the board of Regents Level and will appear on the agenda for the April meeting. The UNO calendar adjustments will necessitate some changes in the way we function in the Spring Semester as well as for the first three weeks of January, so a J-term Academic Calendar Committee has been convened by SVC Kopp and is working with a broad range of Students, Staff, Faculty and Administration to cover as many bases as possible as early as possible. (Attachment 2)
3. Chancellor Search – the Search process for UNO's next Chancellor is moving forward actively. The committee has been reviewing materials from an outstanding pool of diverse applicants from across the country. While we still consider the anonymity of the applicants a top priority (and therefore cannot provide names of applicants yet), we can say that AGB Search has done an outstanding job recruiting top candidates. I am in communication with President Carter, who has given tremendous autonomy to the Search Advisory Committee in developing a Leadership Profile as well as the Interview protocols that we intend to use to identify a short list of candidates. The next steps in the process will be forwarding the short list to President Carter for further vetting. When that process is complete, President Carter will name a Priority Candidate for a 30-day review period, during which time Students, Staff, and Faculty will interface more directly. We are now moving at a target pace, which is quite a bit faster than many other institutions across the country so we should be expecting interface

with a top candidate this spring.

4. Student Government, Staff Advisory Council, Faculty Senate Collaboration: I have been working closely with Staff Advisory Council and Student Government officers on a number of committees over the past 6 months and on a number of initiatives that are of common interest. During this time, conversations have emerged that have led us to develop an informal communications network so we can better focus our combined efforts/influence on the success of our students and staff in particular. We are hoping to develop a joint charter (no bylaws or anything of that nature) that will outline how we communicate and what kinds of reports will result at each of our meetings etc. The goal of this group is primarily to facilitate communication and efficiency. We believe that if we are more aware of the needs and intents of the other groups, we can better align our efforts so that AA isn't hearing polar opposite stories about what direction we should head from different groups and at different times. This will hopefully make it easier to communicate common messages more efficiently across campus with fewer misunderstandings.
5. Technology Updates: Dr. Jaci Lindburg from Digital Learning is interested in administering an important to all full and part time-faculty. IT typically tries not to do this as they value the time of faculty but they are needing updated information that is less apt to represent the limitations of a smaller sample so they are hoping to get as broad a response rate as possible. There are a number of changes coming on a fairly quick timeline, most of which will require some training or re-initiation to move into instructional spaces that are simultaneously in-person and zoom or *New-hybrid* versions of instruction. I have two specific asks related to the interface with IT. One is please go back to your college constituents and respectfully request as high a level of response to this coming survey as we can possibly get. Let them know it is coming and that we need accurate representation. The results of this instrument will be used to make decisions about training and faculty capacity in the coming year and to deal with instructional and management technologies that might look different than they have as recently as a year ago. Part of the reason for this is that Student and staff responses may be coupled with faculty responses to determine the best or most viable instructional interventions and investments that match what students hope their technology experiences will provide versus what faculty intend to offer. Clearly we want to optimize this as much as possible. The main concern now is that faculty understand the capabilities and limitations of the physical spaces on campus where they will be teaching and how the technology in those spaces can be leveraged to function at full capacity. It is important to note that the way the new technology fits into the physical spaces when we return to campus may be unfamiliar to some faculty. While we want to respect the time that faculty are off contract/campus, it may be worthwhile to connect with IT to get a heads-up (training) about how the physical spaces will best function in the fall. With that in mind. IT will be providing information about training opportunities for instructional options in the fall that will start as early as May.

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

1. President Carter is seeking the J-Term as a pilot. Small adjustments will be made

- after the first experience
2. In upcoming years, Carter wishes to have a more locked set of dates for semester calendars
 3. The group discussed options for inclement weather and decisions about closing
 4. Dr. Gold reported information from the CDC, including their projection for the potential for herd immunity
 5. Dr. Kopp shared information about preparing for in-person classes in the fall semester. Social distancing will continue, and scheduling will be very different because of the need for larger rooms. For example, a typical 25 person classroom will need a 75 person classroom to be safe. Classes will likely extend into the evening hours, and Friday classes will be more common. Deans will be leading this work
 6. A discussion was held about recording class activities, ADA/504 accommodations, and attendance

Res.#	Date Senate Passed	Title	Admin Accept	Sent for Senate Action	Denied/Deferred/In Progress	Final Action/Resolved
4425	2/10/21	Committee on Excellence and Teaching Appointment				Resolved

IV. Standing Committee Reports

A. Committee on Academic and Curricular Affairs: Senator Wessling

1. Update on Hate & Bias Statement

- a. Senator Robinson met with President Ostler and Senator Schulz. They discussed ways to engage with students and reviewed the process of adding required language to syllabi, noting it is a lengthy process that will take quite a bit of time to accomplish.
- b. This will be a student driven initiative with faculty in an advisory role. Students will be expected to craft the language of the statement and faculty will help guide them through the process.
- c. Next steps: A Goals and Directions Committee member will join Senator Robinson as a faculty advisor. Senator Robinson will then reach out to student government.

2. Review of Revised Academic Integrity Policy

a. Current Academic Integrity Policy

1. Committee members recounted personal experiences of students who cheated or plagiarized material, the reporting process, and the sanctions imposed on the students. Faculty bear most of the responsibility for policy implementation and compliance however the root of the problem, students in violation, are not being addressed.
 - a. It was noted that sanctions were inconsistently

- applied and failed to match the transgression.
2. Report provided to Faculty Senate in the past did not reflect a true picture of UNO student population that violate the academic integrity policy.
 - a. No mandatory reporting of lesser sanctions. Report only contained information from faculty that voluntarily reported sanctions or faculty that were mandated to report sanctions of assigning an 'F' in a course.

b. New Academic Integrity Policy

1. Lesser sanctions are still not a mandatory report to the UNO Office of Student Conduct & Community Service (SCCS)
 - a. Report provided to Faculty Senate will not reflect reality of academic integrity violations at UNO and will fail to be a useful document.
 - b. Students given lesser sanctions who are not reported to SCCS may not receive education intervention at the level provided by the SCCS who are educating reported students to ensure they understand the policy and its requirements. Students may become repeat offenders.
2. Under the Bylaws of the Board of Regents of the University of Nebraska [Sections 2.9 and 4.1(i)], the respective colleges of the University have jurisdiction over procedural matters concerning academic dishonesty. Just as the task of inculcating values of academic honesty resides with the faculty, the faculty is entrusted with the discretionary authority to decide how incidents of academic dishonesty are to be resolved.
 - a. Are colleges collecting any data about violations that could be shared with SCCS to create a more comprehensive report for Faculty Senate?
 1. colleges have jurisdiction over procedural matters, does this include maintaining records of lesser sanctions?
3. We encourage everyone to review the revised academic integrity policy and participate in the policy review process. Provide feedback to Drew Nielsen by March 10, 2021 at 402 554-3715 or by email: drewnielsen@unomaha.edu

B. Committee on Educational Resources & Services: Senator Vnuk

1. Resolution on OER – discussion w/ guest Jaci Lindberg
 - a. Jaci Lindberg joined the committee as we drafted a resolution concerning the adoption of Online Education Resources (OER) and affordable course

- content, and improving transparency with students about OER availability when registering for courses
 - b. We are shooting to have a resolution ready for the April meeting after some fine-tuning
 - 2. Paul Beck Scholarship Update
 - a. At the time of meeting Jim Shaw was waiting for his security clearance Jean Phillips w/ the Office of Financial Support and Scholarships to access to the pool of applicants – student applications are currently incoming, with a deadline of March 1st
 - b. Once this is confirmed we will begin reviewing applicants and establish a rubric/process for evaluating applications
 - c. We expect to report on our decision during the May Senate meeting
 - 3. F&A Update
 - a. In investigating the process and policies of F&A distribution across campus, we have received an informal report from each college receiving F&A funds outlining their methods of distribution
 - b. We have found each college is following a defined allocation process according to their College's needs and mission
 - c. ORCA plays no role in the allocation of F&A funds – distribution is left to Colleges and their Deans

C. Faculty Personnel & Welfare Committee: Senator Garcia

- 1. We met with Vanessa Warren, from Academic Affairs, who pointed out the following:
 - a. The pathway toward conflict resolution will depend on the type of conflict; her primary role is helping faculty member find appropriate channel
 - b. Academic Affairs gets involved when conflict is a performance-based issue; usually interested parties are gathered together to facilitate discussion & resolution; i.e., chairs and deans at the College level and AAUP representatives
 - 1. What happens when faculty member has a problem with their supervisors (chair/dean)? Would it be more effective, in such a case, to involve a team of individuals or unit representatives, beyond direct supervisors?
 - c. She was unable to clarify exact meaning of “academic staff”, referenced in the “Grievance Procedure for Non-Academic Staff” on HR website. It probably means faculty currently working in administrative position, no longer covered by the union?
- 2. We're reconsidering the idea of generating a flow chart, given the slippery nature of “conflict”. A list of Resources for Conflict Resolution, conceived as a guide to accessing specific websites, seems more practical
- 3. Resources for Conflict Resolution list's intended audience:
 - a. junior faculty: ideally would receive list as part of orientation materials
 - b. all faculty: ideally, list would be housed in FS website, under Faculty Resources tab

4. Next steps: Invite Angie Eikenberry (AAUP Mediation) to March meeting; Candace Batton to April's meeting

D. Committee on Goals and Directions: Senator Schulz

1. Leadership and Support of Part-time Faculty

- a. AVC Candice Batton met with our committee
- b. How can the Faculty Senate provide input for administrative oversight of part-time instructors?
 1. We discussed the ability to report and respond to successes and grievances of part-time faculty.
 2. Our group identified the need for an advocate representing part-time faculty
 3. A vital point of the discussion focused on the need for an Office of Liaison or Advisory Committee
 - a. We discussed the coordination of Departments, Colleges, and Academic Affairs
 1. We identified potential Advisory Group members, including Department Chairs, Associate Deans, a Business Advisor from Faculty Affairs, and part-time faculty
- c. What types of support or incentives could be considered for part-time faculty?
 1. We discussed:
 - a. Awards and recognition for part-time faculty.
 - b. Enhancing new faculty orientation and the on-boarding process for part-time faculty.
 - c. Increased opportunities for part-time faculty to join Faculty Affinity groups.
- d. We reviewed the Task Force recommendations for 2017
- e. We developed a summary of SCH provided by part-time faculty for each college
- f. The committee will develop a new resolution

2. Facilities Planning and Renovation of the Durham Science Center

- a. We have identified a process for faculty input that may already exist
 1. University Committee on Facilities Planning: The University Committee on Facilities Planning reviews plans and makes recommendations about the physical growth of the university
 - a. "Eight members, of which three shall be faculty (selected by the faculty senate), the senior vice chancellor for Academic Affairs and Student Affairs, the vice-chancellor for Business & Finance, the student body president (or his/her designate), and the chairperson of the Staff Advisory Council. The Director of Facilities

Management and Planning, the Director of Campus Security, and the Director of Planning and Architectural Services shall serve ex-officio, without a vote.” (<https://www.unomaha.edu/faculty-senate/faculty-committees/facilities-planning.php>)

3. We received a request from the Student Government to review a Statement on Hate and Bias

- a. We received a request from the leadership of the Student Government to review a statement for syllabi
- b. The Committee on Academic and Curricular Affairs and the Committee on Goals and Directions will review the Student Government's content
 1. Faculty Senate representatives include Todd Robinson, Steve Schulz, and Elliott Ostler

E. Professional Development: Senator Rech

1. Concerns about the mandate that classes will be at 50% capacity in the Fall, with masking and 3-ft. distancing. We are asking how this decision was made
2. Emergency childcare: We would like to have the University prioritize getting additional space for childcare on campus
3. Emails have been received from chairs/directors from across campus regarding maternity leave. A final report will be submitted to the Senate at the April meeting
4. The question arose as to how associate professors will be evaluated in the near future, given that COVID has impacted the trajectory of these individuals, in terms of research

F. Committee on Committees: Senator Anderson

1. We did not meet.
2. We sent out the first email about using cHarmony for committee interests
3. I emailed Chancellor Gold and SVC Kopp about 2 committees
 - a. The Excellence in Teaching Committee – is there an expectation of only one winner every year? The structure makes one winner every year difficult. Chancellor Gold replied that he is open to adding money to the award so that it can go to two people. CoC has not discussed this yet.
 - b. Facilities and Planning Committee – 3 FacSen reps are to be appointed to it but we have not been doing it. Chancellor Gold replied that Elliott had gone for a bit. I am still a little confused about this committee – is it a functioning shared governance committee that needs appointments?

V. Other Faculty Senate Committees

A. Faculty Senate Bylaws Committee Report

VI. Non-Senate Committee Report(s)

A. Committee to Inform Teaching Evaluation Practices: Senator Surface

VII. New Business

A. Proposal for a B.S. with a major in Pharmaceutical Science (Attachment 3)

1. Review and comment
- B. Samuel Bak Academic Learning Center (Attachment 4)
 1. Review and comment

VIII. Adjourn at 3:41 p.m.