



**2020-2021 Faculty Senate Minutes
Wednesday, April 14, 2021**

Present: Ammons, Anderson, Benenson, Bragg, Carroll, Fox, Gandhi, Gift, Gold, Harbour, Huq, Kilinc, King, Kopp, Krasnoslobodtsev, Krause, Logsdon, Maher, Ostler, Podariu, Qureshi, Rech, Robinson, Sample, Schulz, Shaw, Siy, Tocaimaza-Hatch, Vnuk, Volkman, Wessling, Wisneski

Excused: Garcia

Unexcused: Helm, Lee, Nero, Park, Sim, Surface, Wakin

I. Official Call to Order at 2:03 p.m.

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

III. Officers' Reports

A. President's Report: Senator Ostler

- 1. Chancellor named:** As I am sure you all have heard, Dr. Joanne Li, the Dean of the Business College at Florida International University has been named as the Priority Candidate for UNO's next Chancellor. We have entered a 30-day review period where President Carter and the Board of Regents invites interaction, reactions, and feedback from University constituents on the candidate. Dr. Li's UNO campus visit extends from Monday, April 5th until Friday, April 9th. During this time, she will meet with constituent groups across campus and in the community. There will also be opportunities for Faculty to meet Dr. Li, with the dedicated faculty meeting time to be at 3:30 on Wednesday April 7th in the Thompson Alumni Center. Faculty have been invited to attend in person or via zoom (<https://nebraska.zoom.us/j/98462289711>). A message was sent to faculty last week with the meeting information. This candidate had outstanding credentials and is eager to engage in the Omaha community. I hope you will come to meet her if possible. As Chair of the Search Advisory Committee, I would like to thank the Committee Members: Trev Alberts, Brian Allison, Vanessa Chavez Juardo, Keristenia Dodge, Yuriko Doku, Mark Foxall, Stancia Jenkins, Jabin Moore, Barb Pickering, Kellie Pickett, Amanda Randall, Michelle Trawick, and Thomas Warren. I would also like to thank NU President Ted Carter for working collaboratively with the S.A.C. for this important position.
- 2. Policy Updates:** The 2020-21 Academic year has involved a significant increase in cooperation with Policy/Compliance. While Faculty Senate wants to stay involved as a unit, it is also important to stay involved as individuals. Each policy that passes through the university Policy/Compliance undergoes a 30-day review period where feedback is requested from the university community. I want to remind everyone that not every policy is brought before the FS so it is important for everyone to stay aware of what is happening with Policy. Specific questions about policy can be addressed to Drew Nielsen, who has been invited to talk to FS several times over the past year. Occasionally a Standing Committee or Ad Hoc Committee will address policies and give reports. Occasionally they are outlined in the President's Report. As a follow up, the Administrative Leave Policy is being reviewed again. UNO Faculty Senate ratified a version of that policy in

November of last year and decided not to proffer new language in that process as it is a policy offering from UNL Faculty Senate with invited input from the other campuses. We can continue discussions into the future on this issue if it is brought back up under new business. Secondly, a Policy on Consensual Relationships is under review and a draft has been attached to this agenda. I made a request to University Counsel to forward the most recent version for our review. (Attachment 2)

- 3. J-term (now called 3-week January Session) Prep days:** (Attachment 3) As the *3-Week January Session* comes into focus, I would like to remind everyone that there will be some minor changes to the Spring Semester Calendar. One of those changes is a modification to the last week of classes before Finals Week. The last week of classes has typically been used as a Prep Week, which is guided by a policy emerging from a Faculty Senate resolution from May 2005. (Resolution 2780) This policy states:

The last week of regularly scheduled classes during fall and spring semesters is designated as Prep Week. Except for makeup examinations, tests in self-paced courses, post-tests in the English Composition Program or laboratory exams, no major examination (accounting for more than 20 percent of a student's grade) may be given during this period. Papers, projects or presentations assigned well in advance (at least two weeks) of Prep Week may be due during this period.

With a 3-week January Session (beginning in 2022) likely to be approved at the next Board of Regents meeting (April 9th), UNO FS may want to consider revisions or amendments to the policy which fit the proposed structure of 2 Prep Days at the end of the Spring Semester. The current Prep Week policy allows classes to meet and gives some latitude to faculty who may need to have student's complete assignments, make-up tests, labs, etc.; however, discussions related to Prep Days for the new spring calendar has identified the need for Prep Days to be dedicated completely to academic preparation for final exams. Under this paradigm, no classes would be held, and no tests would be allowed. In some instances, completion of structured Labs could be required.

- 4. Strategic Investment in Social Justice, Race, Inequality, and Class:** Over the next few months, you will be receiving more information on continuing development of approximately 30 proposals submitted under this heading. As UNO looks to the future with a new commitment to social justice, diversity, and inclusion on campus and in the community, and with the guidance of a new chancellor; it is important to understand that establishing a commitment to serving the community strategically is critical step in making these projects work. With that in mind a Strategic Investment committee was convened by Academic Affairs and has been actively looking at how to support these proposals. Many of these proposals are ready to establish new community partnerships and are tackling difficult social issues in innovative ways. One important observation of the Strategic Investment Committee was an acknowledgement of the value of interdepartmental collaboration. Many of these projects intend to address very

similar issues and would likely be more impactful by leveraging the resources expertise of cross-unit collaborations. I would offer the Faculty Senate as a forum for communicating the nature of future projects as a way to offer and receive offers of collaboration for these types of projects.

5. **Policy Updates:** I am looking for volunteers to serve on an Attendance Policy Committee. The policy currently in place was created in response to needs during the Distance format of courses during our COVID-19 response. While this policy has been adequate for our purposes over the past year, it is still considered a temporary policy and will need review as we move into the next academic year. If you're willing to serve on this committee, please let Katrina know. Also, the Academic Integrity Policy is going to be updated and could benefit from your input. A question has risen with respect to the responsibility of individual faculty to make known the expectations of Academic Integrity as a habit of the disciplines in which they teach. Because students may be taking coursework in fields with very different expectations, faculty should let specific expectations be known as this generally fall under academic freedom.

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. He will build a much ore locked set dates between campuses.
2. SVC Kopp reported that the Deans are working toward an increased population of courses being held on Fridays to enable de-intensification of rooms. Deans report a tremendous amount of curiosity by faculty regarding J-term possibilities.
3. Online and experiential courses in particular are sought. J-term is a wonderful time for study abroad if allowed.
4. Chancellor Gold expressed the need for continuing caution with Covid-19 as the pandemic could pivot in several directions. He reminded us that safety is our "North Star"
5. College of Education and Buffett Early Childhood Institute have been considering a lab school. This has been a reemergent discussion with donors.

Res.#	Date Senate Passed	Title	Admin Accept	Sent for Senate Action	Denied/Deferred/In Progress	Final Action/Resolved
4426		OER Materials			In Progress	

IV. Standing Committee Reports

A. Committee on Academic and Curricular Affairs: Senator Wessling

1. Academic Integrity Policy Revision Update

- a. Waiting on response from Drew Nielson regarding concerns/questions about proposed revisions (email sent 3/8/2021)
- b. Emailed Trenton Fredericksen asking how a college could set up a system to track violations of the academic integrity policy, what parameters would he suggest they work within to maintain or preserve student privacy?
 1. Find a way to track all violations, especially those not reported to SCCS, and improve quality of report provided to FS.

2. Create a document to share with Deans should they wish to implement a safe way to track these violations

2. **Hate and Bias Statement Update**

- a. Senator Todd Robinson and Senator Steven Schulz (Goals & Directions Committee) joined Student Senators Vanessa Chavez Jurado and Maeve Hemmer on March 25, 2021 to discuss student government's proposed language to include in UNO's master syllabus. After pondering several options (for example, whether to include Public Safety's number or BRT information), we settled on primarily using language from UNO's non-discrimination statement, adding an additional sentence that references the reporting tool. The proposed statement would look something like:

“The University of Nebraska does not discriminate based on race, color, ethnicity, national origin, sex, pregnancy, sexual orientation, gender identity, religion, disability, age, genetic information, veteran status, marital status, and/or political affiliation in its programs, activities, or employment.” If you think you have experienced or witnessed discrimination, please click the link to file a report

<link: <https://www.unomaha.edu/student-life/student-safety/help-myself/bias-hate-support.php>

- b. A concern we had was whether it was possible to use the exact language from the website, adding only the additional sentence highlighting the reporting tool, and who we had to consult to answer that question and to move forward on getting this added to the master syllabus.
 1. Their next meeting is scheduled for 4.1.21, after which there will likely be more information to share.
- c. In short, all parties are committed to a common goal: we're just sorting out the exact language and protocols for including it.

B. Committee on Educational Resources & Services: Senator Vnuk

1. Finalizing Resolution on OER materials

- a. The committee agreed to submit the finished OER resolution to the Senate
- b. We have submitted the following resolution to the Faculty Senate for adoption:

Resolution 4426:

Whereas, student success depends considerably upon having access to course materials assigned by their instructors, when the cost of traditional textbooks has increased 88% in the last decade (Bureau of Labor Statistics, 2016) and averages to around \$1200 per student annually nationwide (College Board, 2018), and students frequently report they no longer buy traditional textbooks due to cost;

Whereas, providing Open Educational Resources (OER), such as free or inexpensive digital course materials used in lieu of a standard textbook, and/or affordable course content (e.g., a wide

range of digital course materials in lieu of standard course textbook adoption as a means to increase accessibility and decrease costs to students) has saved UNO students \$1.9M since 2018;

Whereas, considering the institution's continued effort to cultivate and promote access to OER content, per the University's mission of community engagement and student-centric accommodation, and the combined efforts of the university have cleared pathways to promote and provide affordable course content to instructors to the degree practicable;

Whereas, the cost of textbooks and course materials is not clear to students at the time of registration, and the availability of affordable course content is not provided to students when registering for courses online;

Resolved that, the Faculty Senate recommends that the online class scheduling/registration system include features to search for course offerings with OER/affordable course content, to better inform student decision making when registering.

Senator Vnuk introduced the following edited resolution:

Resolution 4426:

Whereas, student success depends considerably upon having access to course materials assigned by their instructors, when the cost of traditional textbooks has increased 88% in the last decade (Bureau of Labor Statistics, 2016) and averages to around \$1200 per student annually nationwide (College Board, 2018), and students frequently report they no longer buy traditional textbooks due to cost;

Whereas, providing Open Educational Resources (OER), such as free or inexpensive digital course materials used in lieu of a standard textbook, and/or affordable course content (*e.g., a wide range of digital, second-hand, or other alternative course materials in lieu of standard course textbook adoption*) has saved UNO students \$1.9M since 2018;

Whereas, considering the institution's continued effort to cultivate and promote access to OER content, per the University's mission of community engagement and student-centric accommodation, and the combined efforts of the university have cleared pathways to promote and provide affordable course content to instructors to the degree practicable;

Whereas, the cost of textbooks and course materials is not clear to students at the time of registration, and the availability of affordable course content is not provided to students when registering for courses online;

Resolved that, the Faculty Senate recommends that the online class scheduling/registration system include features to search for course offerings with OER/affordable course content, to better

inform student decision making when registering.

The Senate accepted the motion to vote on the edited resolution, which was unanimously approved.

2. Paul Beck Scholarship Rankings

- a. We have agreed to award \$1000 scholarships to undergraduates Hannah Fisher and Taylor Peak, and \$500 to Graduate student Priyanka Chaudhary
- b. James Shaw will be compiling a process manual and contact list for future Paul Beck Scholarship awards

Due to uncertainty about Priyanka Chaudhary's eligibility, the committee has elected to award \$500 to undergraduate Gopal Bohora instead.

C. Faculty Personnel & Welfare Committee: Senator Garcia

1. We met with Angela Eikenberry the grievance officer for the UNO AAUP chapter to review AAUP scope and procedures. The following topics were discussed:
 - a. AAUP grievance officer's primary responsibility is to help faculty navigate the collective bargaining agreement. Additionally, the grievance officer acts in an advisory role, similar to the campus ombudsperson, informing faculty as to the campus options available for individuals trying to resolve a conflict.
 - b. Dr. Eikenberry pointed us to detailed AAUP grievance procedures. These can found at the following link: <http://www.unoaaup.org/grievance>. Dr Eikenberry also pointed out that in section 5.7.3.2 of the collective Bargaining Contract identifies grievance procedures. It is important to note that, in Sections 5.7.3.1 and 5.7.3.2 that someone could lose the ability to file a grievance if they pursue resolution of a dispute in another forum so contacting the AAUP early for consultation would be good for keeping their options open.
 - c. Many faculty concerns that are brought to the AAUP grievance officer are discussed by the AAUP Executive Committee. Faculty benefit from the committee's opinions regarding their situation.
 - d. Grievances filed through the AAUP can only be in relationship to items identified in the collective bargaining agreement.
 - e. A grievance cannot be filed against a member of the collective bargaining unit.
 - f. The AAUP attempts to resolve conflicts before the formal process is triggered.
 - g. Questions were asked regarding the relationship between the Board of Regents Bylaws and the Collective Bargaining Agreement and specifically if the CBA had a statement similar to section 4.1 (a) of the Board of Regents Bylaws: *(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.) Dr. Eikenberry noted that CBA supersedes the BoR Bylaws and Policies. There are many cases, though, where these do align.

2. Dr. Eikenberry reminded us that all full-time tenure-track and tenured faculty, instructors, and lecturers know they are members of the bargaining unit and served and represented by the UNO AAUP. We help anyone in the bargaining unit navigate their rights under the contract and represent them in disputes and in negotiations. Paying dues to the UNO AAUP is voluntary and supports the work of the union. Dues paying members also:
 - a. Vote on collective bargaining agreement ratification
 - b. Vote on and/or serve on UNO AAUP leadership
 - c. Attend member social happy-hours and dinners
 - d. Participate in the Nebraska and National AAUP
 - e. Get access to National AAUP and Omaha Federation of Labor, AFL-CIO member benefits

More info about joining is here: <http://www.unoaaup.org/membership>

D. Committee on Goals and Directions: Senator Schulz

1. Leadership and Support of Part-time Faculty

- a. The committee developed the draft for a new resolution.
 1. The discussion focused on the need for Liaison support from the Academic Affairs office.
 2. We discussed the coordination of Departments, Colleges, and Academic Affairs.
 3. We identified potential Advisory Group members, including Department Chairs, Associate Deans, a Business Advisor from Faculty Affairs, and part-time faculty.
 - b. We developed a statement about exploring potential support for part-time faculty.
 1. We discussed opportunities for additional support.
2. **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 potential statement for syllabi.
 - b. Students have developed a draft and are gathering feedback from other stakeholders.
 - c. We discussed the concept of a master syllabus to manage current content for faculty to access each semester.

E. Professional Development: Senator Rech

1. The Professional Development became aware of broad discrepancies in how maternity leave has been handled in various departments across the campus. To more fully understand the situation, a survey was distributed to all department and school chairs (Attachment 4)
 - a. We received 28 responses from directors/chairs. The results are summarized as:

1. Delegate responsibility (Dean/HR/ FMLA) : **12 (in most of these situations, the chair/director did not know how the leave would be structured, but was relying on others to provide direction)**
 2. Replace teaching load with administrative/research (is that paid maternity leave?): **7**
 3. Redistribute the load to the other department faculty: **3 (3 & 4 together) (full-time or part-time faculty were used and in some cases the faculty going on leave was required to set up the course, provide all course materials, etc)**
 4. Very nice ones that provide accommodations at the end of the paid leave: **2 (3 and 4 together) (some classes were shifted from full-semester courses to half-semester, to allow the faculty to still teach the full load, but was done in half the time, thus the teaching load was not changed for the semester)**
 5. No clue: **4 (many had not dealt with maternity leave and did not view it was something they would encounter, so were not informed/interested in how it would be handled)**
 6. Rage at lack of support, (but unfounded since as long as the paid leave is less than 3 months is most probably about healing after giving birth, and it has to be taken after child delivery): **1 (one chair dealt with administration at different levels and HR and was never given timely direction and was extremely frustrated)**
- b.** Based on these findings, our committee urges the Senate to work with the administration to develop clear plans for faculty going on parental leave. This leave should address how teaching load will be handled and what other assignments are expected.

F. Committee on Committees: Senator Anderson

1. Ongoing Business:

- a.** We began discussions around the structure of the Excellence in Teaching Award Committee.
 1. Structure of committee needs 2 previous award winners and the overall structure is department based. It has been 10 years since 2 or more winners were picked, and filling vacancies of award winners is becoming more difficult.
 - a.** Chancellor Gold offered to pay for 2 award winners.
 - b.** Guidelines already allow for 2 or more (are they all paid or split award?)
 - c.** Pros and cons were discussed, this is an issue to be picked up in Fall 2021.
 2. Resolution: This is an issue to be further discussed and carried into Fall 2021.
- b.** We discussed the formation of a standing UNO Public Safety Committee.

1. Katie Bishop, AAUP President, suggested creating a standing committee with a member from SAC and Student Government.
2. Committee members generally were supportive.
3. Resolution:
 - a. Our committee intends to make contact with the UNO Unit of Public Safety to determine the extent of written policies for handling situations that occur on campus, such as lock-outs.
 - b. Gather more information about the structure and mission of the committee from Katie Bishop.

2. Other Business

- a. Preparation for Committee Assignments for 21-22 AY.
 1. We divided up the job of working between our internal database (cHarmony) and the Faculty Senate Involvement webpage to determine which positions should be filled.
 2. Will use this information to conduct assignments during April meeting.

V. Other Faculty Senate Committees

A. Ad Hoc Committee on Bylaw Revision: Senator Ostler (Attachment 5)

Vice-President Qureshi took control of the meeting so President Ostler could present, after which control of the meeting was returned to President Ostler.

VI. Non-Senate Committee Report(s)

A. Ad Hoc Committee to Inform Teaching Evaluation Practices: Senator Surface (Attachment 6)

VII. Unfinished Business

VIII. For the Good of the Order

IX. New Business

- A. Student Employee of the Year (Attachment 7)
- B. Chancellor Gold Resolution

Vice-President Qureshi took control of the meeting so President Ostler could introduce the following resolution:

WHEREAS: Chancellor Jeffrey P. Gold has served faithfully in the role of UNO Chancellor from May of 2017 to the present day; and

WHEREAS: His steadfast commitment to UNO and its constituent community is reflected in promises kept and growth achieved over the past four years; and

WHEREAS: He has led UNO successfully through a year of Pandemic conditions by exhibiting the qualities of knowledge, communication, justice, compassion, resolve, and perspicacity; and

WHEREAS: His leadership skills and value to the University of Nebraska system have been recognized by NU President Ted Carter to the extent that he has been named NU Vice President/Provost; therefore,

BE IT RESOLVED: That the UNO Faculty Senate formally extends Thanks, Congratulations, and Well-wishes to Chancellor Jeffrey P. Gold for his selfless leadership of the UNO Faculty and the students, staff, and community we serve.

President Ostler made a motion to pass this resolution, which was seconded by Senator Wessling, and passed unanimously by the Senate.

Senator Ostler took back control of the meeting.

C. Maternity Leave Resolution

Senator Rech introduced the following motion to be voted on by the senate:

WHEREAS: There is discrepancy in how maternity/paternal leave has been administered in departments/units across campus, and

WHEREAS: The lack of understanding of how maternity/paternal leave should be administered,

BE IT RESOLVED: That the Faculty Senate requests the Office of Academic Affairs work with the Faculty Senate to develop guidelines for departments/units regarding maternity/paternal leave and that chairs/directors be given clear guidance on teaching, research and service assignments during leave periods.

Senate Sample seconded the motion and it was unanimously passed by the senate.

X. Adjourn at 3:24 p.m.