

**2021-2022 Faculty Senate Minutes**  
**Wednesday, September 8, 2021**  
**Zoom**

**Present:** Ammons, Bragg, Carroll, Circo, Clinkinbeard, Cliver, Feng, Fox, Germonprez, Gandhi, Garcia-Murillo, Gift, Harbour, Hernandez, Jawed-Wessel, Jenkins, Jones, King, Maher, Melanson, Moore, Nero, Ostler, Perkinson, Rech, Robinson, Sample, Schulz, Shafer, Shaw, Sim, Siy, Strasser, Vnuk, Volkman, Wessling, Wisneski

**Absent:** Benenson, Chalecki, Krause, Park, Podariu

**I. Official Call to Order** by President Wessling at 2:06 p.m.

**II. The Minutes** of August 18, 2021 were approved as submitted.

**III. Officers' Reports**

**A. President's Report:** President Wessling

1. Student Attendance Advisory Committee Update. As of Aug. 25 there were two spots open. Faculty response deadline was Sept. 1. Work should begin this month.
2. Pilot of the mid-semester student climate survey begins in Oct. Contact Jeanne Surface if you are interested in participating in the Oct. pilot.  
[jsurface@unomaha.edu](mailto:jsurface@unomaha.edu)
3. Facilities & Administrative (F&A) Cost policy is up for 30-day review, posted Aug. 13
4. Interim Recording of Classroom Activities Policy – will be up for review soon. Drew Nielsen would like a FS Standing Committee to have a first look before it goes up for 30-day review. Once he finds out who the contact person should be since Jaci Lindburg has a new system level position he will forward it to us.
5. As FS President I met with Chancellor Li about the indoor mask mandate Tuesday, Aug. 24<sup>th</sup> and she informed me that scientific data was used to support the statement in yesterday's announcement, "... **due to an increase in the regional transmission of COVID-19 in the Omaha community and recommendations from the UNO Office of Health Security.**"

The Chancellor told me that anyone who would like to learn more about the data can do so by contacting Dr. Jane Meza, the Interim Director, UNO Office of Health Security. Dr. Meza would be more than happy to explain the specifics of the data. Chancellor Li added that University data, Douglas County data, and Lancaster County data were all examined.

If you are concerned about a lack of data to support the decision of the Chancellor, I would encourage you to contact Dr. Jane Meza at [jmeza@unomaha.edu](mailto:jmeza@unomaha.edu), (404) 554-2561. Chancellor Li again stressed that this change in masking protocol is being done in an effort to preserve in-person learning and out of an abundance of care for the community.

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

## 1. No meeting; no report

Res.#	Date Senate Passed	Title	Admin Reply	Status
4442		University Committees (a-c)		In Progress
4441	8/18/21	University Committees (a-b)		Resolved
4440	8/18/21	Campus Committees (a-b)		Resolved
4439	8/18/21	Faculty Senate Presidential Appointments (a-e)		Resolved
4434	8/18/21	Standing Committee Chairs		Resolved

## IV. Standing Committee Reports

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

1. Committee met on August 18<sup>th</sup> during the retreat, brief report
2. A discussion was held regarding the 2020-21 annual report and carry-forward items. These items included the following:
  - a. January Session or J-Term- Background - ACAC solicited questions from faculty regarding the inclusion of a J-Term in the academic calendar. An FAQ document was created with answers provided by SVC Kopp, Dr. Edwards, and Student Government President Jabin Moore. ACAC also conducted a faculty survey asking faculty if they were in support of a J-Term and solicited more comments or concerns. A report was created summarizing the results of the faculty survey and faculty comments. The report was shared with the faculty senate and administration. ACAC wrote a resolution that faculty senate passed that requested a list of parameters derived from faculty comments and concerns be used should administration create a J-Term and adjust the academic calendar.
    1. Carry-forward work: Fall semester – the group plans to develop survey questions and collect data from faculty about Study Days and Prep Week. For the Spring semester (later in the semester) the group plans on developing survey questions and collect data from faculty regarding the effects of the J-Term.
  - b. Hate and Bias Statement – ACAC worked with the Goals & Directions Committee and Student Government to support Student Government’s goal of including wording about UNO’s policy regarding hate and bias and how to report incidences in master syllabi.
    1. Carry-forward. The process of how to get permissions to mandate inclusion on all UNO master syllabi is ongoing. Wording was developed and agreed upon by the group last year. The group will continue to work on the permissions process and options to include integrating the statement in syllabi or on Canvas.
  - c. New items that the group has identified – review pilot data on teaching evaluation and student climate survey

**B. Committee on Educational Resources & Services: Senator Shaw**

1. Regular meeting time for 2021-2022 will be 12 Noon on the last Wednesday of the month via Zoom.
2. *Draft Policy—Facilities and Administration (F&A) Costs (6-11-21)*
  - a. President Wessling referred the Draft Policy to the ERS Committee for review and comment
  - b. Drew Nielsen, UNO Compliance Officer, posted the [Draft Policy for 30-day review on August 13, 2021](#)
  - c. The ERS Committee reviewed the Draft Policy and found nothing of concern. It documents UNO's compliance with Federal rules and regulations, and it provides instructions to apply for waivers when appropriate

**C. Faculty Personnel & Welfare Committee: Senator Gandhi**

1. Discuss the way forward on faculty grievance resources and contacts
  - a. Discussed whether to invite/interview people and/or to work on drafting resource of sorts – started a draft here: [https://unomail-my.sharepoint.com/:w:/g/personal/rgandhi\\_unomaha\\_edu/EWHQlf3muqVQqv1XAGPqibABedbwvRvfzMTel16fGRpQxg?rttime=2NBPjv1n2Ug](https://unomail-my.sharepoint.com/:w:/g/personal/rgandhi_unomaha_edu/EWHQlf3muqVQqv1XAGPqibABedbwvRvfzMTel16fGRpQxg?rttime=2NBPjv1n2Ug)
  - b. Robin will invite Candice Batton to a future meeting to complete interview with her about grievance procedures/contacts/etc
  - c. Discussed different possibilities for what the resources might look like: website, FAQ, flowchart, infographic – any of these suggestions would include weblinks to the resources
  - d. Discussed where it might be placed/how it might be accessed: both electronic & paper/posters; on MyUnomaha faculty resources; new faculty onboarding packets and Canvas modules; link to it from other places as well (e.g., Faculty Senate, AAUP, etc.)
  - e. Discussed how a flow chart might look (e.g., what question comes first and where that sends you); acknowledged would need to be careful so that if people don't have the language (e.g., not sure what the CBA is) or don't know the right questions to ask that they can still find help; did not really determine best route here
  - f. Discussed possible difference between grievance with a person vs. grievance with office/policy/etc
  - g. We decided that once we have filled out our draft list a bit more that we might send it to the group that was interviewed last year for feedback from their respective positions, experience, offices
    1. Gwen offered to reach out to Angie Eikenberry to get more information about which issues are ones that she should be the immediate first contact
  - h. HOMEWORK: Update help that faculty should get if they have grievances in the categories we drafted (i.e., try to articulate who they might contact and in what order while be cognizant of possible conflicts of interest)
2. Discuss new faculty benefits start date
  - a. Benefits do not start on the same date as contract or new faculty – e.g.,

contract may start on August 15thish but then health insurance does not start until the first of September

- b. A new faculty member was in a car accident during this ‘uninsured’ period and now has multiple bills not covered by insurance
  - c. We agreed to investigate this as a committee
  - d. Robin will email Esther Scarpello in HR to get information that she can provide on why this is the case, history of it, etc. and then we will decide next steps based on what we find out.
3. Any new items
- a. None

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

1. Committee met August 18, 2021 and decided on the following agenda for AY 2021-22:

- a. To bring to competition the following resolution:  
Resolution for Adjunct Faculty Support

Be it resolved that: The UNO Faculty Senate submits for consideration, the University of Nebraska at Omaha Office of Academic Affairs explores options to improve support for part-time instructors, including, but not limited to: a) waiving or reduction of parking fees, b) reduced fees for access to the athletic facilities and events, and c) formal faculty mentoring relationships for part-time instructors who desire such, with potential workload assignment for the faculty that provide significant mentoring.

- b. To work toward gaining additional information on the new “Study Days” policy, with a major focus on student input.

**E. Professional Development: Senator Rech**

1. We discussed three agenda items we could pursue this fall:
- a. Follow- up with the administration to see what happened with our findings regarding how Dept Chairs/Directors plan for a faculty member's maternity leave. Last spring we surveyed Depart Chairs and Directors and found that there was a lot of confusion regarding who to contact and how leave preparation should be handled (Should faculty have a service release the semester they are due? Should faculty teach their courses in a compressed format before their due date?). There was strong interest in having more guidance on this matter.
  - b. Investigate whether faculty are interested in having ~3-6 hours of credits at UNO subsidized through the university (for the purposes of switching research directions, preparing them to teach interdisciplinary, etc. ). PD committee will also investigate if this type of benefit is a possibility.
  - c. Survey Department Chairs/Directors on the last few hires they have had, and the types of hiring benefits that were negotiated (such as # of course releases and the amount of research start-up funds). The intent is to bring transparency to the range of options that have successfully been negotiated

in the recent past. This will allow faculty to be accurately informed if a job candidate offer is made, and the potential hire has questions.

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

1. CoC members are confirming and coordinating committees' memberships and messaging across their respective webpages and cHarmony. The priority is to appoint and fill committees, while also ensuring that committee details such as description, member rank and term, and meeting frequency and duration are provided on respective committees' webpages and in cHarmony. Many committees composed of appointments by deans or other entities are in the process of notification and appointments.

2. **University Committee Appointments:**

- a. Academic Freedom & Tenure Committee

Moved, that in accordance with Article VIII.B.1 of the Faculty Senate Bylaws the Faculty Senate approve distribution to all full-time UNO academic faculty of a ballot with the following slate of nominees to the Academic Freedom and Tenure Committee:

1. Election of Tenured faculty to Academic Freedom & Tenure Committee

One tenured faculty member to be elected to a three-year term from October 13, 2021, through October 9, 2024, from the two nominees Phani Teh Adidam (CBA) and Gouqing Lu (CAS) to replace Maria Arbelaez (CAS), whose term has expired.

- a. Phani Tej Adidam (CBA)
    - b. Gouqing Lu (CAS)

2. Election of Non-tenured faculty to Academic Freedom & Tenure Committee

One untenured faculty member to be elected to a three-year term from October 13, 2021, through October 9, 2024, from Eddie Panton (CEHHS) and Isak Kim (CEHHS) to replace Tara Richards (CPACS), whose term has expired.

- a. Eddie Panton (CEHHS)
    - b. Isak Kim (CEHHS)

*The senate unanimously approved to send this ballot out.*

- b. Faculty Grievance Committee

1. Election of Full Professor to Faculty Grievance Committee

In accordance with Article VIII.B.2 of its bylaws, the UNO Faculty Senate has elected from these two nominees brought by the

Committee on Committees, both at rank of professor, the following faculty member to serve a three-year term from September 8, 2021, to September 11, 2024, as a member of the Faculty Grievance Committee, replacing James Shaw (LIB), whose term has expired:

- a. Gary Marshall (CPACS)
- b. Amy Anderson (CPACS)

*Total votes cast for Professor nominees: 27; for Gary Marshall: 13, for Amy Anderson: 14*

**2. Election of Assistant Professor to Faculty Grievance Committee**

Furthermore, UNO Faculty Senate has elected from these two nominees brought by the Committee on Committees, both at rank of assistant professor, the following faculty member to serve a three-year term from September 8, 2021, to September 11, 2024, replacing Travis Adams (CAS).

- a. Yanhui Zhao (CBA)
- b. Michelle Black (CAS)

*Total votes cast for Assistant Professor nominees: 27; for Yanhui Zhao: 13, for Michelle Black: 14.*

**3. Election of Faculty Senate Representative to Faculty Grievance Committee**

Furthermore, UNO Faculty Senate has elected from these two nominees brought by the Committee on Committees, both members of the Faculty Senate Faculty Personnel and Welfare Committee, without regard to rank, the following faculty member to serve a one-year term from September 8, 2021, to September 14, 2022, replacing Claudia Garcia (CAS).

- a. Robin Gandhi
- b. Samantha Clinkinbeard

*Total votes cast for Faculty Personnel & Welfare nominees: 27; for Robin Gandhi: 17, for Samantha Clinkinbeard, 10*

***Resolution 4442 –***

***Elections to Faculty Grievance Committee***

*In accordance with Article VIII.B.1 of its bylaws, the UNO Faculty Senate has elected by ballot vote from the two nominees brought by the Committee on Committees: Professor, Amy Anderson (CPACS) to serve a three-year term from September 8, 2021, to September 11, 2024, [to replace James Shaw]; Assistant Professor, Michelle Black to serve a three-year term from September 8, 2021, to September 11, 2024, [to replace Travis Adams]; and member of the Faculty*

*Personnel & Welfare Committee Robin Gandhi to serve a one-year term from September 8, 2021, to September 14, 2022 [to replace Claudia Garcia].*

**c. Professional Conduct Committee**

**1. Election of Tenured faculty to Professional Conduct Committee**

Two Tenured faculty to be elected from the following four nominees to serve three-year terms from September 8, 2021, through September 7, 2024, to replace Harmon Maher (CAS) and Chin Chung (Joy) Chao (CFAM), whose term has expired.

- a. Burch Kealey (CBA)**
- b. Janice Rech (CAS)**
- c. Kerry Ward (IS&T)**
- d. Michael Peterson (CAS)**

*Total votes cast for Tenured faculty 3-year nominees: 46; for Burch Kealey: 7, for Janice Rech: 11, for Kerry Ward: 18, for Michael Peterson: 10.*

**2. Election of Tenured faculty to Professional Conduct Committee**

One Tenured faculty to be elected from the following two nominees to serve a one-year term from September 8, 2021, through September 7, 2022, to replace Carey Ryan (CAS) whose term has expired.

- a. Sajda Qureshi (IS&T)**
- b. Brent Clark (CBA)**

*Total votes cast for Tenured faculty 1-year nominees: 27; for Sajda Qureshi: 15, for Brent Clark: 12*

***Resolution 4442 –***

***Elections to Professional Conduct Committee***

*In accordance with Article VIII.B.3 of its bylaws, the UNO Faculty Senate has elected by ballot vote from the four nominees brought by the Committee on Committees, all tenured faculty ranked assistant professor or above, the following faculty members to serve a three-year term from September 7, 2021, to September 7, 2024, as members of the Professional Conduct Committee: Janice Rech (CAS) [to replace Harmon Maher (CAS)]; and Kerry Ward (IS&T) [to replace Chin Chung (Joy) Chao (CFAM)] whose terms have expires as they become alternates. The newly elected members will also serve a following three-year term September 7, 2024, to September 8, 2027, as an alternate, available should the need arise in a particular case.*

*Furthermore, the UNO Faculty Senate has elected by ballot vote from the two nominees brought by the Committee on Committees, both tenured faculty ranked assistant professor or above, the following faculty members to serve a one-year*

*term from September 8, 2021, to September 7, 2022, as a member of the Professional Conduct Committee: Sajda Qureshi (IS&T) [to replace Carey Ryan (CAS)] whose term has expired.*

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

**A. AAUP Update (Senator Vnuk)**

1. Administrative Leave policy - See CBA Sec 3.9.6, BoR bylaw Sec 4.7 p.46, BoR Policy J RP31
  - a. The administrative leave policy has been approved by the Board or Regents at their May meeting; we are waiting to hear back from them. This must be negotiated to be included in the contract in order for it to apply to UNO.
2. Consensual Relationships policy - See attached, BOR Agenda June 25, 2021 p.41
  - a. The Consensual Relationship policy was approved by BoR @ the June 13 meeting. We object to the discipline section and the lack of consultation.
3. Spring schedule MOU
  - a. We are waiting to hear back from the administration. The primary concern is regarding the contract start date and session overlap. Per last update, there were a few changes like the start date of the academic year for the 9 month.

**VII. Adjourned at 3:04 p.m.**