The University of Nebraska at Omaha Faculty Senate met in regular session on Wednesday, May 9, 1990 at 2:00 p.m. in the Dodge Room of the MBSC. The president, Kim Sosin, presided.

**MEMBERS PRESENT:** Abdullah, Bacon, Becker, Brasile, Bruce, Bykerk, Callahan, Conway, Cowdin, Green, Horacek, Johansen, Leavitt, Millimet, Nelson, Okhamafe, Reed, Sharpe, Shroder, Sindt, Sosin, Stolen, Stroope, Tollman, Turner, West, Wilson, Wood

**MEMBERS EXCUSED:** Bradshaw, Hendricks, Stacy

**MEMBERS ABSENT:** Maloney?

The minutes of the April 11, 1990 Faculty Senate meeting were approved as corrected.

**President's Report**

Sosin thanked Senators for a good year...

**Chancellor's response to resolutions**

Stacy & Conway Tenured

Kermit Hansen TY

Response to UNL's Peer group salary...

**Secretary/Treasurer's Report**

Senator Tollman reported that due to the Faculty Senate not having a full-time
secretary for a few weeks, some money is available in the budget for this fiscal year. The Executive Committee has approved the purchase of a printer and other appropriate office furnishings.

Vice President's Report

None

Executive Committee Report:

Vice President Bacon on behalf of the Executive Committee, moved the following resolution:

RESOLUTION 1825

WHEREAS, over 2/3 of the UNO Faculty has voted in favor of the proposed Faculty Senate constitutional changes.

THEREFORE BE IT RESOLVED, that the UNO Faculty Senate requests that the Chancellor present the new constitution to the Board of Regents for final approval.

The motion carried.

Vice President Bacon on behalf of the Executive Committee, moved the following resolution:

RESOLUTION 1826

BE IT RESOLVED, that the following UNO faculty members have been duly elected to the Academic Freedom and Tenure Committee and will serve for the stated terms. The untenured members will serve the stated term, or until receiving tenure.

<table>
<thead>
<tr>
<th>Tenured</th>
<th>Term</th>
</tr>
</thead>
<tbody>
<tr>
<td>Frank Forbes, Business</td>
<td>3</td>
</tr>
<tr>
<td>Steele Lunt, Arts &amp; Sciences</td>
<td>1</td>
</tr>
<tr>
<td>Douglas Paterson, Fine Arts, Chair</td>
<td>3</td>
</tr>
</tbody>
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Vice President Bacon on behalf of the Executive Committee, moved the following resolution:

RESOLUTION 1827:

WHEREAS, she has presided over the Faculty Senate with distinction, and

WHEREAS, she has carried out her duties as President of the Faculty Senate with unwavering enthusiasm, endless dedication, and unflagging good humor, and

WHEREAS, she has represented the Faculty Senate before the University and the Board of Regents in an exemplary manner, therefore

BE IT RESOLVED, that the Faculty Senate expresses its deep appreciation to Kim Sosin for her untiring work and able service to the Faculty Senate of the University.

The motion carried.

President Sosin on behalf of the Executive Committee, moved the following resolution:

RESOLUTION 1828:

WHEREAS, Vice President Wally Bacon has served the UNO Faculty Senate with distinction, dedication and good humor, and
WHEREAS, he has presided over the Executive Committee and Cabinet with enthusiasm and care, and

WHEREAS, he has assumed responsibility for the preparation of important Faculty Senate documents, and

WHEREAS, he has devoted many hours each week to the aforementioned and other Faculty Senate work with no assigned time for administrative service,

BE IT RESOLVED, that the Faculty Senate extends its deep appreciation to Wally Bacon for his extensive contributions to the Faculty Senate of the University.

Vice President Bacon on behalf of the Executive Committee, moved the following resolution:

RESOLUTION 1829:

WHEREAS, she has fulfilled her duties with initiative, enthusiasm, competence and good humor,

BE IT RESOLVED, that the Faculty Senate Executive Committee and Cabinet expresses its appreciation for the job done by Janet Dean, Secretary for the Faculty Senate.

Vice President Bacon on behalf of the Executive Committee, moved the following resolution:

RESOLUTION 1830:

BE IT RESOLVED, that the Faculty Senate of the University of Nebraska at Omaha, cognizant of the long history and rich tradition of Charles University of Prague, Czechoslovakia, and supportive of the sister university relationship existing between our two institutions respectfully welcomes our colleague DOC. PhDr. Radim Palous, Rector of Charles University to the University of Nebraska at Omaha.
Senator Bacon showed the framed certificate which was to be presented to Dr. Palous at an upcoming reception.

Bacon also reported that there were a number of university committees that were not under the specific oversight of one of the standing committees of the Faculty Senate. The following assignments were made at the last Executive Committee meeting:

University Committee on Cultural Affairs to the Faculty Senate Professional Development Committee (The Professional Development Committee now has oversight responsibility for four university committees)

Undergraduate Academic Appeals Committee to the Faculty Senate Academic and Curricular Affairs Committee (The Academic and Curricular Affairs Committee now has oversight responsibility for seven university committees.)

University Committee on Fees to the Faculty Senate Educational Resources and Services Committee (The Educational Resources and Services Committee now has oversight responsibility for seven university committees.)

University Committee on Facilities Planning to the Faculty Senate Goals and Directions Committee (The Goals and Directions Committee now has oversight responsibility for five university committees.)

Standing Committee Reports

Committee on Educational Resources and Service

Senator Conway on behalf of the Committee on Educational Resources and Services moved the following:

RESOLUTION 1831:

BE IT RESOLVED, that at the beginning of each academic year, the Office of Grants Accounting provide the Faculty Senate President with a full financial statement of the principle, accrued interest and fiscal activity of all funds in the Paul Beck
Memorial endowment account.

Committee on Academic and Curricular Affairs

Senator Horacek on behalf of the Academic and Curricular Affairs committee moved the following:

4.2.1

WHEREAS, Education Testing Service (ETS), the developers of the Test of English as a Foreign Language (TOEFL) and good educational policy both suggest that the consideration of admission of students whose language of nurture is not English to an English language institution of higher education should not use rigid cut-off scores, but rather consider all available evidence relevant to readiness to begin regular college course work, and

WHEREAS, the error of measurement of any testing instrument should be considered when it is used as one component of an admission decision, therefore

BE IT RESOLVED, that in applying TOEFL scores to admission decisions to UNO that the standard error of measure be considered, and

BE IT FURTHER RESOLVED, that applicants for undergraduate study who are required to submit TOEFL scores and who present TOEFL scores within the range of the standard error of measurement of a score of 500 and applicants for graduate study who are required to submit TOEFL scores and who present scores within the range of the standard error of measurement of a score of 550 may be admitted to UNO provided they submit other compelling evidence that their facility within the English language is sufficient for the level of study for which they are applying.

BE IT FURTHER RESOLVED, that applicants whose TOEFL scores are above the range of the relevant standard error of measurement may be admitted on the basis of that test score alone while students whose test scores fall below the range of the relevant standard error of measurement may not be admitted under any circumstances.
Senator Leavitt commented that the English Department, which teaches English as a Second Language, was not consulted when these changes were being considered. Accepting students at the 500 level would be setting them up for failure. People who are teaching in this program disagree with lowering the score at which students may be accepted. People who teach ESL have tracked some students who scored at approximately 500 and found that their rate of success at the University was very low for these students. Lowering the acceptance level would be a disservice to the student.

Senator Shroder supported Senator's Leavitt motion because in his department, they use graduate students to teach; and if they do not have a command of the English language, then there have been problems.

Senator West also supported Senator Leavitt as her experience as a host to many of the international students as well as having them in class and as a host family, has watched them go through this process of passing the TOEFL, and even those who just barely getting through and then get into the regular academic program, have a terrible time.

Senator Conway commented that the way he read the resolution, he was not sure that it reduces the TOEFL scores. In fact, it looks like it curved it more stringent; in other words, to be admitted if your score is at 500 or within that standard error of deviation. If you score is within that range, you possibly would have to supply additional evidence.

Senator Stolen suggested that the key as to whether it makes it stronger or weaker is what is meant by other compelling evidence. If other compelling evidence is really strong then it makes it stronger; on the other hand, if other compelling evidence is a note from somebody saying this person is OK, then that makes it alot weaker. If you are really interested in making it stronger, you have to be more explicit about what other compelling evidence is. I am not satisfied with "other compelling evidence" as it could be anything.

Senator Nelson said that what was discussed in the committee was other written
evidence submitted by the student and the idea of the standard error was that anyone plus or minus whatever the standard error would be; for example 5%, anyone 5% below the 500 would have to submit written compelling evidence and anyone above the 500 within that 5% would have to submit. The committee was seeing this as trying to tighten it a little, but Nelson agreed with Senator Stolen that it should be more explicit.

Senator Abdullah said that it was his understanding that students who fall within the standard error of measurement were being accepted; and those below provide sufficient evidence, whatever is considered acceptable evidence. He stated the score should be tightened not loosened.

Senator Leavitt moved to table the motion, Senator Bruce seconded.

The motion was tabled by a hand count.

Senator Horacek on behalf of the Academic and Curricular Affairs Committee moved the following:

RESOLUTION 1832:

BE IT RESOLVED, that students who wish to carry a course load of more than 18 credit hours must have at least a "B" average and must obtain approval of their academic dean in addition of that of the academic advisor.

The motion carried.

Senator Horacek on behalf of the Academic and Curricular Affairs Committee moved the following:

4.2.3

BE IT RESOLVED, that the catalog description of rules pertaining to the late registration be changed to read as follows: "...any change in registration involving the addition of a course, is not permitted after the first week of a regular semester..."
or the third day of a summer session. Rare exceptions can be made only with the permission of the instructor and concurrence of the dean of the college in which the course is offered. This policy does not pertain to courses such as Independent Study, Internships, Thesis, Dissertation, or Special Studies."

Senator Bruce stated that it is difficult for students taking Saturday courses. In Lincoln, particularly, faculty does not know if they are going to have the class or if there is going to be so many that we have to split and make another class which makes a registration problem. So if they could add another class after that the first week, then they essentially are disenrolled, so I think that is making it a little too tight.

Senator Leavitt pointed out that this could be a real hardship on instructors, and that perhaps the instructor should be permitted to accept the student.

The motion failed.

Senator Horacek on behalf of the Academic and Curricular Affairs Committee moved the following:

4.2.4

BE IT RESOLVED, that the rules pertaining to withdrawing from classes be changed to read as follows:

"A student who withdraws from a course after the 11th week of a regular semester or after two thirds of any other semester has elapsed will receive a grade of "F" for that course."
This deadline may be waived only when evidence of extenuating circumstances is presented. Written documentation must be provided to support such a request. If the student is not withdrawing from all classes, a written explanation must be provided."

Senator West said that she had used the withdrawal procedure and feels that the teacher is most capable of making the withdrawal decision in terms of information about the student.

Senator Sharpe stated that it is the privilege of the faculty to assign grades and opposed the motion.

Senator Abdullah asked if this was rewriting the rules. To his way of thinking, this motion has been standard policy at the university for years. The amendment is in the final sentence of the motion.

Senator Leavitt said that the motion is not clear as to who supplies the documentation--the student or the instructor. Also, the Dean's office would have the documentation and be in the position to overwrite.

Senator Sharpe moved the motion be returned to committee, Senator Becker seconded.

The motion to refer 4.2.4 back to committee passed.
Committee on Goals and Directions

Senator Becker on behalf of the Goals and Directions Committee moved the following:

RESOLUTION 1833:

BE IT RESOLVED, that the PRELIMINARY REPORT ON SENATE GOALS AND DIRECTIONS SURVEY be received by the Faculty Senate of the University of Nebraska at Omaha and that the 1990-1991 Goals and Directions Committee be requested to write a final report of the Senate Goals and Directions Survey with consultation from the 1989-1990 Committee members.

The motion carried.

Senator Becker on behalf of the Goals and Directions Committee moved the following:

RESOLUTION 1834:

BE IT RESOLVED, that the official charge of the Goals and Directions Committee be expanded to include the recommendation of appropriate Senate action regarding government legislation (city, county, state and nation) that impacts on UNO.

The motion carried.

Senator Becker on behalf of the Goals and Directions Committee moved the following:

RESOLUTION 1835:
BE IT RESOLVED, that the President and Vice President of the UNO Faculty Senate shall serve as ad-hoc members only and not as full members of any standing committees of the senate, except for their full membership on the Executive Committee and Cabinet.

The motion carried.

Senator Becker on behalf of the Goals and Directions Committee moved the following:

**RESOLUTION 1836:**

WHEREAS, LB 1141, *as originally introduced* into the Nebraska Unicameral's 1990 session, was the result of a public process of information gathering and expert analysis which afforded the University of Nebraska's constituencies and professional staffs access to the formulation of public policy concerning the University of Nebraska, and

WHEREAS, LB 1141 *as eventually passed*, was the result of neither a public process of information gathering nor expert analysis, and

WHEREAS, amending the Constitution of the State of Nebraska implementing the vague provisions of LB 1141 would not address the legitimate recommendations of the LB 247 Commission to the formulations of which the University of Nebraska's constituencies and staffs had access,

THEREFORE BE IT RESOLVED, that notwithstanding its support for greater coordination of higher education in Nebraska, the Faculty Senate of the University of Nebraska at Omaha vigorously opposes the proposed amendment to the Constitution of the State of Nebraska implementing the provisions of LB 1141.

Senator Wilson proposed that an and be added after the third whereas and the following paragraph be added:
WHEREAS, LB 1141 emphasizes passive enforcement actions such as receiving, monitoring, approving and disapproving programs, but the effective coordination of higher education in Nebraska requires proactive leadership for creative and enabling actions,

President Sosin passed the gavel to Vice President Bacon and commented that it was at her suggestion that an amendment be made to the proposal. The committee in this proposal attacks the procedure and the current content of LB 1141 and goes on to say supports any that it supports greater coordination without giving any kind of indication of what the problem is with the current LB 1141. What I was attempting to suggest in the amendment is that one of the problems with LB 1141 is that it emphasizes the enforcement of rules and there is nothing in it that suggests that there should be an active effort to bring forward new programs to enhance and to creatively combine them to enable rather than enforce.

Senator Leavitt suggested the word proactive should be changed to active.

The amendment to 4.4.4 passed.

The motion passed.

Senator Becker on behalf of the Goals and Directions Committee moved the following:

RESOLUTION 1837:

WHEREAS, a proposed amendment to Article VIII, Section 3 of the Constitution of the State of Nebraska, which would limit increases in expenditures of tax monies by governmental units to 2% annually, may be on the November 1990 ballot, and

WHEREAS, the provisions of the proposed amendment constitute a potential threat to the accessibility to public higher education for citizens of Nebraska because of stipulations which implicitly encourage significant tuition increases at Nebraska’s tax supported institutions of higher education,
THEREFORE BE IT RESOLVED that the Faculty Senate of the University of Nebraska at Omaha asserts its vigorous opposition to the aforementioned proposed amendment to the Constitution of the State of Nebraska.

Senator Bacon said that the relevant portion of this proposed amendment to the constitution is the exclusion of user fees and tuition increases from the 2% lid. At current inflation rates and given the record the last few years of tuition increases at post-secondary institutions in this state, that appears to us to be an open invitation to significantly increase tuition; and therefore, deny access to a growing number of students. There are many reasons why this proposed amendment to the Nebraska Constitution should be opposed but this is one that we can speak to as a faculty.

Senator Leavitt suggested that our opposition might add strength to their cause.

Senator West stated that we live in a political environment and we need to become more politically involved, and pointed out that the Lincoln Faculty Senate has its own lobbyist.

The motion carried.

Senator Becker on behalf of the Goals and Directions Committee moved the following:

RESOLUTION 1838:

WHEREAS, permanently assigned and fully endowed chairs facilitate the University's ability to recruit and retain renowned faculty, and

WHEREAS, such endowed chairs would enhance the University's renewed commitment to research, and

WHEREAS, external funding for such endowed chairs would reinforce the excellent relations which exist between the University and its corporate and individual supporters in the community,
THEREFORE BE IT RESOLVED that the Faculty Senate of the University of Nebraska at Omaha urges the University to make vigorous efforts to obtain external sources of financial support for the establishment of permanently assigned and fully endowed chairs at the University of Nebraska at Omaha.

The motion carried.

Senator Becker on behalf of the Goals and Directions Committee moved the following:

RESOLUTION 1839:

WHEREAS, Faculty Senators have not devoted sufficient time to long range planning of the University because of their teaching and research loads, and

WHEREAS, it is important that all Senators be involved in such planning,

THEREFORE BE IT RESOLVED that assigned time for service on the Senate be included in the workload of each Senator.

Senator Shroder said that we are not doing much long range planning and we need to do that even though resolution does not speak to it.

The motion carried.

Senator Becker on behalf of the Goals and Directions Committee moved the following:

4.4.8:

WHEREAS, the salary levels at UNO make it extraordinarily difficult to recruit new faculty in many departments, and

WHEREAS, competition for faculty will increase in intensity over the coming
decade, and

WHEREAS, funding for new positions will require enhancement of beginning salaries in order to attract suitable candidates, and

WHEREAS, continuing faculty will perceive inequities in salary funding with the new hires which will surely result in declining morale and increasing incentives to move to another institution,

THEREFORE BE IT RESOLVED, that the total workload for the presently employed faculty be reduced to nine hours and that newly-hired faculty be given twelve hour total work load, to be reduced to nine hours after five years of service.

Senator Bruce commented that present salaries and workload for faculty are not attractions for new faculty. Senator Leavitt pointed out that 12 hours of workload is not teaching workload. Senator West cautioned that changes to workload have to be in agreement with the AAUP Contract. Senator Bacon explained that the committee's intention was to call attention to what is considered the material inequity between new hires of this institution and the indentured slaves of a decade.

Senator Shroder moved the motion be returned to committee, Senator Sharpe seconded.

The motion to refer 4.4.8 back to committee passed.
Committee on Professional Development

None

Committee on Rules

Senator Green on behalf of the Rules Committee moved the following:

RESOLUTION 1840:

BE IT RESOLVED, that the following persons be appointed to the Faculty Senate standing committees as designated:

Committee on Academic and Curricular Affairs
- Fuad Abdullah (2)
- Shelton Hendricks (3)
- Imafedia Okhamafe (3)
- Bruce Baker (1)
- Frank Brasile (2)
- Bruce Horacek (3)
- George Garrison (1)

Committee on Educational Resources and Services
- Roger Sharpe (2)
- Thomas Tollman (2)
- Obie Clayton (1)
- Clarke Mullen (1)
- Roger Sindt (3)
- James Wood (2)
- Robert Hautala (1)

Committee on Goals and Directions
- Bruce Johansen (3)
- Lawrence Ben Wilson (2)
- Ray Ziebarth (1)
- Harvey Leavitt (2)
- Kim Sosin (3)
- Boyd Littrell (1)

Committee on Personnel and Welfare
- Sonia Green (3)
- Justin Stolen (2)
- Janet West (3)
- John Wanzenried (1)
- Ray Millimet (3)
- Christine Reed (2)
- Carl Camp (1)

Committee on Professional Development
- Loree Bykerk (2)
- Edsel Buchanan (2)
William Callahan (3)       Marian Nelson (3)  
Randall Stroope (2)       Henry D'Souza (1)  
Barbara Manning (1)       

The motion carried.

Senator Green on behalf of the Rules Committee moved the following with the correction of deleting Michael Tate's name and including Jack Heidel's name:

RESOLUTION 1841:

BE IT RESOLVED, that the following names go forward as appointments to the University Committees as designated:

University Committee on Academic Fees  
  John Wanzenried, Arts & Sciences (three year term)

University Committee on Athletics  
  Bill Wakefield, CPACS (three year term)

UNO University Committee on Computer Usage as of 1/15/90  
  R. S. Egan, Arts & Sciences (three year term)

University Committee on Cultural Affairs  
  Wali Gill, Education (three year term)

University Committee on Facilities Planning  
  Gregory Robinson, Library (three year term)

University Committee on Honors and Awards  
  Cassie Spohn, CPACS (three year term)

University Committee on International Affairs  
  Sufi Nazem, CBA (three year term)

University Committee on Research  
  Jack Heidel, Arts & Sciences (three year term)

University Committee on Library and Educational Resources  
  Ineke Marshall, CPACS (three year term)

University Committee on Student Affairs  
  W. R. Petrowski, Arts & Sciences (three year term)
Susan Hansen, CBA (three year term)

The motion carried.

Other Business

Senator West reported the Ad Hoc Advisory Committee for Peer Review has reviewed several documents on UNO policies and procedures for peer review of complaints involving faculty and other professional staff. Also, the committee has been examining the Professional Conduct document and will be submitting a revised version back to the Personnel and Welfare committee for final approval. One of the results of this committee research will be eight to ten university personnel extremely knowledgeable about university governance procedures. We now have an Academic Freedom and Tenure Committee reinstated. The goal of this committee was to understand how these various documents and procedures fit together.

Old Business

None

For the Good of the Order

Senator West reminded the senate of the open Regent seat in the upcoming election and encouraged faculty to vote.

Senator Millimet commented that when final grade lists are provided, there are audit students receive audit class when they have not attended class. He has discussed this with registrars in the past to allow faculty to have some say as to allowing the audit credit but this has been denied. Sosin suggested the new Academic and Curricular Affairs Committee discuss.

Senator Leavitt commented on academic honesty and how it relates to George Washington's rebuilt hatchet and metaphysical implications.
New Business

President Sosin dismissed the retiring senators, welcomed the new senators and asked them to stand and introduce themselves.

Election for 1990-91:

President Sosin called for nominations for the office of Faculty Senate President. Stolen, on behalf of the Nominating Committee, nominated Shroder. The motion carried by acclamation.

Sosin turned the gavel over to President Shroder. President Shroder called for nominations for the office of Vice President.

Sindt, on behalf of the Nominating Committee, nominated Green for the office of Vice President. The motion carried by acclamation.

Green, on behalf of the Nominating Committee, nominated Wilson for the office of Secretary/Treasurer. The motion carried by acclamation.

The five standing committees selected the following senators to serve as chairpersons of their respective committees:

Committee on Academic and Curricular Affairs
    Shelton Hendricks
Committee on Educational Resources and Services
    Roger Sindt
Committee on Goals and Directions
    Harvey Leavitt
Committee on Personnel and Welfare
    Janet West
Committee on Professional Development
    William Callahan

Caucuses of the colleges resulted in the selection of the following senators to serve on
the Rules Committee:

John Wanzenried, Chair, Arts & Sciences  
Marian Nelson, Arts & Sciences  
Tom Tollman, Library/Business  
Bruce Horacek, CPACS  
William Callahan, Education

President Shroder called for volunteers to serve on the Intercampus Faculty Advisory Committee. Buchanan and Millimet will serve.

Adjournment

The meeting adjourned at 3:45 p.m.

Respectfully submitted,

Thomas A. Tollman  
Secretary/Treasurer

TAT:jmd