The University of Nebraska at Omaha Faculty Senate met in regular session Wednesday, December 8, 1993, at 2:00 p.m. in Dining Rooms "A & B" of Milo Bail Student Center. The President, Julia Curtis, presided.


MEMBERS EXCUSED: Aschenbrenner, Bradshaw, Garver, Homer, Johansen, Nazem

MEMBERS ABSENT: Ottemann

Senator Nelson moved, Senator Thigpen seconded to suspend the regular order of business to insure a quorum for consideration of the Rules Committee report. All agreed.

Rules Committee Report

On behalf of the Rules Committee, Chair Krane moved the following:

Resolution 2024
BE IT RESOLVED, that the UNO Faculty Senate recommends that the following nominees go forward to the Vice Chancellor for Academic Affairs to serve on the College of Continuing Studies Dean's Search Committee:

Aaron Armfield, Education
Ana Cruz, Arts and Sciences
John Flocken, Arts and Sciences
Roger Foltz, Fine Arts
Scott Harrington, Education
Tom Martin, Business
Donald Nielsen, Business
Henry Serenco, Fine Arts
Russell Smith, CPACS
William Wakefield, CPACS

The motion passed.
Resolution 2025

BE IT RESOLVED, that the UNO Faculty Senate recommends that the following nominees, representing faculty from UNO's other collegiate units, go forward to the Vice Chancellor for Academic Affairs to serve on the College of Arts and Sciences Dean's Search Committee:

- Jim Czarnecki, Fine Arts
- Justin Stolen, Business
- David Corbin, Education
- Pam Smith, CPACS

The motion passed.

The regular order of business resumed.

President Curtis asked for a motion for approval of the minutes from the November 10, 1993, meeting. Senator Skreija moved approval of the minutes; Senator Thigpen seconded the motion. The minutes were approved.

President's Report

On behalf of the Faculty Senate, President Curtis sent a note of sympathy to Senator Mel Bohn upon the death of his mother.

The Commission to Review the Vice Chancellor for Academic Affairs, Otto F. Bauer, has submitted the names of those whom they wish to interview and are developing a questionnaire for distribution.

On November 15, the Executive Committee was invited to meet our new President, Dennis Smith. His straight-forward manner and prudent responses confirmed why he had been our first choice. On November 16, the Executive Committee and the Academic and Curricular Affairs Committee met with the Vice Chancellor for Educational and Student Services, Richard Hoover, and Mr. John Wiltsie, a lawyer retained by Central Administration, to discuss policy and procedures on academic integrity. On November 17, the agenda for the regular meeting between the Chancellor and the Executive Committee was suspended in order for all of us to visit with John Klosterman, a candidate for the Board of Regents. On November 18, the Executive Committee and other members of the staff were invited by Vice Chancellor Hoover to the biannual meeting with Chief Skinner and his Division Staff of the Omaha Police Department to discuss security matters on our campus. On December 6, the Executive Committee is invited to meet with the Executive
Committee of AAUP in order to listen to Past-President Camp's report on a meeting he attended, "Faculty Senates and Financial Crisis."

President Curtis announced the upcoming IFAC meeting in Lincoln on December 13, the upcoming Coordinating Commission meeting in Bellevue on December 10, and the on-campus visit of one of the consultants on re-establishing UNO's College of Engineering on December 10.

The President's report concluded with the announcement of an Open House on December 14 honoring Past-President Carl Camp's service to the Faculty Senate. The Senate is indebted to his selfless contributions, his inimitable skill in crafting compelling arguments clothed in persuasive language, and his sagacity and good-will. He will be missed.

Secretary/Treasurer's Report

Secretary/Treasurer Rech reported she attended a meeting at Iowa University on high-tech classrooms and software developed for faculty. Marilyn Leach, Center for Faculty Development, Tom Ryan and Steve Cooper, Audio-Visual, also were present at the meeting.

Vice President's Report

Vice President Hoburg attended the December 4, 1993, Board of Regents meeting since President Curtis was out of town. He presented Resolution 2017 which recommended the re-establishment of the College of Engineering at UNO. Two Regents expressed concern that the resolution should have come through President Massengale and that the "chain of command" had not been followed.

Executive Committee Report

On behalf of the Executive Committee, President Curtis moved the following:

Resolution 2019
WHEREAS, the perceived need to re-establish a College of Engineering at UNO under UNO administrative control is the reason for the appointment of a panel of outside consultants by the Board of Regents; and
WHEREAS, those persons most affected by the current state of engineering education in Omaha are located in Omaha; therefore

BE IT RESOLVED, that the outside consultants appointed to study the status of engineering education in Nebraska spend at least one-half of their fact-finding visit in Omaha meeting with representatives of the Omaha business community, UNO's administrative leaders, the UNO-based engineering faculty and other UNO faculty members as appropriate, and UNO engineering alumni and students.

The motion passed.

Standing Committee Reports

Committee on Educational Resources and Services Report

Chair Bohn reported the committee meeting scheduled for November with Becky Means had to be rescheduled as he was out of town attending his mother's funeral.

Committee on Academic and Curricular Affairs Report

On behalf of the Academic and Curricular Affairs Committee, Vice Chair Lloyd moved the following:

Resolution 2020
WHEREAS, student records for students who obtain less than satisfactory grades are automatically recalculated upon repetition of the course with satisfactory performance, and

WHEREAS, the policy for recalculation stated in recent undergraduate catalogs is ambiguous, therefore

BE IT RESOLVED, that the Faculty Senate of the University of Nebraska at Omaha recommends that only grades of D+, D and F may be removed from computation of GPA; and only if the grade obtained later is C, CR, S or higher may the earlier grade be removed from computation of GPA.

Senator Dahlstrom moved to delete "automatically" in the first WHEREAS. Senator Carroll agreed as a friendly amendment.

The motion passed.

4.2.2
WHEREAS, UNO has long prohibited students from registering for or receiving credit for more than one course on the
same or almost identical subject, and

WHEREAS, this policy is nowhere stated in the UNO undergraduate catalog or graduate catalog, therefore

BE IT RESOLVED, that the following policy be included in the 1994-95 and subsequent undergraduate and graduate catalogs:
A student repeating the same course, registering in substantially equivalent courses at different campuses of the University of Nebraska system, or in courses covering the same material but offered by different departments or by the same department to different audiences may count only one such registration toward meeting the requirements for graduation.

After discussion, Senator File moved to send 4.2.2 back to the committee for further study; Senator Bohn seconded. The motion to return 4.2.2 to committee passed.

Committee on Personnel and Welfare Report

On behalf of the Personnel and Welfare Committee, Chair Skreija moved the following:

Resolution 2021
BE IT RESOLVED, that paragraph 1.3 of the Policies and Rules of Procedure for the UNO Faculty Grievance Committee, be amended by adding the words:

"Any alleged grievance shall pertain to acts or omissions that occurred pursuant to a grievant's position as a faculty member. Grievances must be filed no later than six months after the act or omission occurred or, if the grievant discovered the act or omission subsequently, no later than six months after the grievant knew of or reasonably should have known of the act or omission."

after the words "...in the Bylaws.", in the original paragraph in the aforementioned document.

The complete paragraph as amended (with the proposed amendment in bold face) to read:

"1.3 Scope of Authority. The Committee shall consider all grievances filed by any faculty member alleging any grievance except those in which the grievant alleges a violation of academic freedom or academic tenure as defined in the Bylaws. Any alleged grievance shall pertain to acts or omissions that occurred pursuant to a grievant's position as a faculty member. Grievances
must be filed no later than six months after the act or omission occurred or, if the grievant discovered the act or omission subsequently, no later than six months after the grievant knew of or reasonably should have known of the act or omission." And

BE IT FURTHER RESOLVED, that paragraph 1.4.a of the Policies and Rules of Procedure for the UNO Faculty Grievance Committee, be changed from:
"Submit to the Faculty Senate office a written statement setting forth the nature of the grievance. (A form for this statement will be provided by the Faculty Senate office)."

To:
"Submit to the Faculty Senate office on the appropriate form a written statement setting forth the nature of the grievance with sufficient specificity and clarity that a respondent can reply under Rules of Procedure 1.7; indicate on the form his/her department, rank, and type of appointment upon the date of filing; and indicate the date the grievant discovered the act or omission and, if applicable, the reason for the passage of time between the act or omission and the grievant's knowledge of it."

The motion passed.

Committee on Goals and Directions Report

Vice Chair Liddy reported the committee is waiting for a response from the Chancellor on some information about the budget so it can study reallocation possibilities.

Committee on Professional Development Report

On behalf of the Professional Development Committee, Chair Thigpen moved the following:

Resolution 2023
WHEREAS faculty members at UNO must demonstrate continuing proficiency in teaching, research/creative activity and service in order to satisfy university-wide productivity standards for promotion in rank, award of tenure and merit salary adjustments; and

WHEREAS faculty members at UNO, with a full-time teaching load of 12 credit hours per semester or its equivalent, continue to produce the highest ratio of student credit hours per full-time equivalent position (SCH/FTE) in the university system, which signifies that UNO faculty
members are intensively engaged in teaching and advising students (inclusive of course preparations, exam making and grading, special project and lab supervision, evaluation of student research papers, etc.) while simultaneously pursuing a scholarly research agenda, meeting a variety of committee obligations, and rendering service to the University and the larger community; and

WHEREAS, due to the length of time since the relatively rapid expansion of the faculty to meet the enrollment pressures since the 1968 merger of UNO into the University of Nebraska system, UNO now has a mature and experienced faculty with a record of many years of dedicated, loyal and productive service to the University and to the larger community; and

WHEREAS, faculty members at UNO must affiliate with professional organizations, subscribe to professional journals, and attend local, regional, national and international scholarly conferences and related meetings in order to stay abreast of latest advancements in their fields of study, often at their own expense due to inadequate budgetary support for such activities; and

WHEREAS the policy of offering faculty members Periodic Professional Leave offers is a proven, and widely-used, means of renewing and enhancing teaching effectiveness, increasing research productivity, and strengthening and developing the University's academic programs by freeing faculty for an interval of time from the above-mentioned heavy classroom obligations; and

WHEREAS the Periodic Professional Leave program is regularly used as an appealing and professionally-competitive incentive in the recruitment of new faculty members; and

WHEREAS faculty members customarily try to plan their teaching, research and Periodic Professional Leave agendas so that their absence from the classroom will have the least impact on students' course schedules, independent studies opportunities, thesis advising, and graduation plans; and

WHEREAS the Board of Regents of the University of Nebraska has provided for a regular system of sabbatical leaves for full-time faculty (Bylaws, Sec. 3.4.3.2), which agrees in principle with the model sabbatical leave policy approved by the American Association of University Professors that says the principal benefit of a sabbatical is: "to provide opportunity for continued professional
growth and new, or renewed, intellectual achievement through study, research, writing, and travel." (AAUP Policy Documents and Reports, 1990); and

WHEREAS the Council of Academic Officers of the University of Nebraska "support[s] the development of a mechanism by which replacements" can be hired for faculty in smaller departments who are on Periodic Professional Leave and notes that larger departments may develop their own mechanisms for those adjustments necessary to provide for Periodic Professional Leaves; and the Council further supports the implementation of a policy using a "step approach" to achieve a one-in-six ratio of Periodic Professional Leaves per eligible faculty member (Memo to the Executive Graduate Council, September 12, 1988); therefore,

BE IT RESOLVED that the UNO Faculty Senate strongly recommends that the current ratio for granting Periodic Professional Leaves be changed from one-in-ten to one-in-seven eligible faculty by the 1994-95 academic year and to a one-in-six ratio by the 1997-98 academic year in order to advance the above-mentioned benefits to the faculty and the University.

Senator Dahlstrom moved "now" be deleted from the third WHEREAS, "offers" be changed to "is" in the fifth WHEREAS and the commas after "proven" and "used" be deleted, and an "ly" be added to "professional" in the sixth WHEREAS. President Curtis suggested a hyphen be added between "widely" and "used." Senator Cederblom suggested adding "length of time since the" to the third WHEREAS. Senator Thigpen accepted these changes as friendly amendments.

The motion passed unanimously.

Other Committee Reports

President Curtis stated that Past President Camp will be giving a report on the Metropolitan University of the 21st Century Committee sometime during the Spring semester.

Senator Krane reported the committee working on the faculty handbook (members include Don Greer, Mike Sherer, and himself) have developed six general topics for consideration: 1) Introduction to the University, 2) General governance of the University system, 3) Faculty matters, 4) Student matters, 5) Support services, and 6) General policy. Senator Krane asked the Senators that if they have any suggestions to forward them to the Faculty Senate office, CBA 309, c/o his attention.
Old Business

None

For the Good of the Order

General discussion followed.

New Business

On behalf of the Executive Committee, Senator Metal-Corbin nominated as President Elect, Senator Dale Krane; Senator File seconded the nomination. President Curtis asked if there were further nominations. Senator Krane was elected by acclamation. He will begin the 1994-95 presidential term in May of 1994.

Senator Thigpen moved and Senator Cederblom seconded the following

Resolution 2022
WHEREAS, UNO's regentally-approved "Role and Mission Statement & Master Plan 1990-2010," as well as the "Comprehensive Statewide Plan for Postsecondary Education" issued by the Nebraska Coordinating Commission for Postsecondary Education (June, 1992), stipulates that:

"As the only comprehensive public university located in the State's largest metropolitan area, UNO has a special responsibility to use its resources and expertise to provide leadership in solving problems of the community and supporting its social, cultural, and economic advancement. UNO's capacity to engage in public service derives from its instructional and research programs; these, in turn, are enhanced by involvement with the community on issues of mutual concern." [Emphasis added.], and

WHEREAS, Section 2.8.1 of the Bylaws of the Board of Regents of the University of Nebraska (June, 1992) describes the powers and duties of the university system's chancellors in the following terms:

"... the chancellors shall do all things necessary for the development of the major administrative unit for which they are responsible... In addition, the chancellors shall have the following specific responsibilities:
(a) Provide leadership in developing the total program
WHEREAS, Dr. Del Weber, Chancellor of the University of Nebraska at Omaha, has recently spoken out, forthrightly and candidly, on educational, economic, and related issues of vital importance to UNO, the Omaha metropolitan community and the State of Nebraska, thereby fulfilling his duties and responsibilities as an informed and experienced administrator and educational leader; therefore

BE IT RESOLVED, that the Faculty Senate of the University of Nebraska at Omaha, on behalf of the entire faculty, expresses its appreciation and support for Dr. Del Weber and the exemplary leadership he has provided in calling public attention to the unmet educational needs of the Omaha community in the realm of engineering and technology.

The motion passed unanimously.
Senator Krane moved, and Senator Cederblom seconded, the following:

Resolved that an evaluation of the administration of UNO's athletic program be undertaken by a Faculty Senate Committee.

The motion passed.

Senator Carroll moved, and Senator Chung seconded, that the motion be referred to a committee selected by the President of the UNO Faculty Senate.

The motion passed.

Senator File moved, and Senator Krane seconded, the following:

Resolved that Resolution 2023 be forwarded to the Faculty Senates at other institutions in the Nebraska University system.

The motion passed.

The meeting ended at 3:47 p.m.

Respectfully submitted,