

2021

## Faculty Senate Resolution 2020-2021

UNO Faculty Senate  
*University of Nebraska at Omaha*

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# Faculty Senate Resolutions

## Resolutions By Year

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### 2020-2021

*May 13, 2020 – May 12, 2021:*

**RESOLUTION 4403**, 5/13/20: Permanent Replacement for A&S Senator BE IT RESOLVED on May 13, 2020, Senator Brady DeSanti resigned from the Faculty Senate, and Alexey Krasnoslobodtsev agreed to complete his term (05/10/18 – 05/12/21).

**RESOLUTION 4404**, 5/13/20: Permanent Replacement for A&S BE IT RESOLVED on May 13, 2020, that, as Robert Woody has retired from UNO, Cecilia Tocaimaza-Hatch has agreed to complete his term (05/10/18 – 05/12/21) as a College of Arts & Sciences Senator.

**RESOLUTION 4405**, 5/13/20: Investigating Feasibility and Logistics for Safe Campus Reopening WHEREAS multiple faculty from the Colleges of Arts and Sciences, Business, Education, and Information Science and Technology have contacted the faculty senate regarding concerns about safe and effective campus reopening procedures and logistics and transparent communication to students WHEREAS class sections are beginning to be advertised as “in person” delivery following President Ted Carter’s NU-level announcement regarding the FA2020 session WHEREAS classrooms that normally hold 30 students can now only accommodate 10 students given CDC and UNO physical distancing requirements WHEREAS large auditoriums can only accommodate a small number of students, e.g. Mammel Hall Auditorium which usually normally seats 186 can only accommodate 44 WHEREAS enrollment caps for many classes have not been reduced to for physical room constraints WHEREAS student enrollments have begun to approach section limits and these sizes exceed classroom space limits given social distancing requirements WHEREAS some college buildings only have a few classrooms/auditoriums big enough to accommodate social distanced configurations with the number of enrolled students WHEREAS classrooms and computer lab spaces and other shared-use facilities have many high-touch surfaces that need to be

cleaned/sanitized between uses for safety, e.g. desks/tables, markers, dry-erase boards, keyboards, mice, light switches, projector remotes WHEREAS these physical and safety requirements prevent classes from being held as they are being advertised and/or prevent some portion of students in the classes from attending in-person as advertised WHEREAS guidance for person safety and pedagogical design measures for reopening, such as the requirement for the use of PPE, limits to person-to-person interactions, limitations on student grouping, etc. has not yet been presented, but is in development by campus administration to provide to faculty, students, and staff. BE IT RESOLVED that the UNO Faculty Senate requests that all physical distancing requirements be followed to conduct safe in-person classes, even if it necessitates fewer in-person course offerings. AND BE IT RESOLVED that the Senate requests that individual faculty be allowed to deliver their courses remotely if they have concerns about their own or their students' safety. AND BE IT RESOLVED that the campus clearly communicate to students and faculty which classes will be delivered remotely, which will be delivered in-person, and how this will happen. AND BE IT RESOLVED that the campus develop and make available a campus facilities sanitization and safety protocol for faculty, students, and staff to follow. AND BE IT RESOLVED that the campus develop a facilities planning document to inform faculty, staff, colleges, and departments about classroom maximum capacities and utilization protocols.

**RESOLUTION 4406**, 5/13/20: Change to Children in the Workplace Policy WHEREAS, the University of Nebraska at Omaha's Children in the Workplace policy requires advance approval from a supervisor before a UNO employee may bring a child to work due to unavoidable circumstances; WHEREAS, many unavoidable circumstances, such as snow days and daycare cancellations, provide little advance notice so that a UNO employee would have little time to contact their supervisor; WHEREAS, certain employee groups, such as single parents and those of low socioeconomic status, are especially burdened by these circumstances, thus raising concerns of equity; WHEREAS, the UNO Chancellor's Commission on the Status of Gender Equity, the UNO Staff Advisory Council, and the UNO WiSTEM Pro<sup>2</sup> organization have submitted positive feedback on the proposed policy; BE IT RESOLVED, that the UNO Faculty Senate does hereby recommend and endorse the attached Children in the Workplace policy for adoption on the UNO Campus.

**RESOLUTION 4407**, 5/13/20: Adoption of Lactation Policy WHEREAS, UNO does not have a campus wide policy to provide accommodations for lactating and breastfeeding mothers; WHEREAS, a limited number of buildings on the UNO campus have dedicated space for lactating mothers; WHEREAS, Section 7 of the Fair Labor Standards Act (amended March 2010) requires employers to provide nursing mothers break time to express breast milk WHEREAS, the American Academy of Pediatrics (AAP) recommends breastfeeding for infants in the first six months and with a mixture of solid foods up to age three; WHEREAS, the UNO Chancellor's Commission on the Status of Gender Equity, the UNO Staff Advisory Council, and the UNO WiSTEM Pro<sup>2</sup> organization have submitted positive feedback on the proposed

lactation support policy; BE IT RESOLVED, that the UNO Faculty Senate does hereby recommend and endorse the attached Lactation Support for Nursing Mothers Policy for adoption on the UNO Campus.

**RESOLUTION 4408**, 5/13/20: Membership of 2020-2021 Faculty Senate Standing Committees BE IT RESOLVED that the following be appointed to the 2020-2021 Faculty Senate standing committees as designated: Committee on Academic & Curricular Affairs (6) Harvey Siy, IS&T (2022) Liz Wessling, CBA (2022) Cecilia Tocaimaza-Hatch, A&S (2021) Todd Robinson, CFAM (2023) Jennifer Harbour, A&S (2023) Jodi Benenson, 2023, CPACS (2023) Committee on Educational Resources & Services (6) Jooho Lee, CPACS (2021) James Shaw, LIB (2022) Jeanne Surface, ED (2021) Robin Gandhi, IS&T (2023) Richard Stacy, ED (2023) James Vnuk, A&S (2023) Committee on Faculty Personnel & Welfare (6) Claudia Garcia, A&S (2021) David Helm, CFAM (2022) Ziaul Huq, CBA (2021) Ramazan Kilinc, A&S (2021) Chungwook Sim, EXT (2022) Gary Krause, EXT (2023) Committee on Goals & Direction (6) Charles King, A&S (2022) Cameron Logsdon, CFAM (2021) Harmon Maher A&S (2022) Steven Schulz, CBA (2023) Alan Gift, A&S (2023) Thomas Bragg, A&S (2023) Committee on Professional Development (6) Jodeane Brownlee, CFAM (2021) Iulia Podariu, A&S (2021) Janice Rech, A&S (2022) David Volkman, CBA (2022) Alexey Krasnoslobodtsev, A&S (2021) Samantha Ammons, A&S (2023) Committee on Committees (6) Amy Anderson, CPACS (2021) Howard Paine, CFAM (2022) Sajda Qureshi, IS&T (2021) Lisa Sample, CPACS (2023) Song-Young Park, ED (2023) Derrick Nero, ED (2022)

**RESOLUTION 4409**, 5/13/20: Campus Committees (a-d) BE IT RESOLVED, that the following be appointed to Campus Committees as designated: a. Education Policy Advisory Committee (EPAC) BE IT RESOLVED, that the following names go forward as three-year appointments, from 08/01/20, through 08/01/23, to the Education Policy & Advisory Committee (EPAC) to replace Christina Dando (A&S) and Darren Pettit (CFAM), whose terms will expire: Laura Grams (A&S) to replace Christina Dando (A&S); Ronald Zank (CFAM) to replace Darren Pettit (CFAM). b. Judicial Committee BE IT RESOLVED, that the following names go forward as three-year appointments, from 08/01/20 through 08/01/23, to the pool of names for the Judicial Committee: Scott Vlasek (CPACS) to replace Nikitah Imani (A&S); Samantha Clinkinbeard (CPACS) to replace Carey Ryan (A&S); Jennifer Sinclair (ED) to replace Andrew Swift (A&S). c. Professorship Committee BE IT RESOLVED, that the following two faculty members serve on the Named Professorship Review Committee (Kiewit, Kayser, and Isaacson Professorships) from 08/01/20, through 08/01/21. Ann Fruhling (IS&T) to replace Adam Rosen (ED); Troy Romero (CPACS) to replace Ziaul Huq (CBA). d. Parking and Transportation Committee BE IT RESOLVED, that the following name go forward as a three-year appointment from 08/01/20 through 08/01/23, to replace a member whose term is expiring, on the Parking and Transportation Committee: Kyle Reestman (IS&T) to replace Marshall Prisbell (CFAM).

**RESOLUTION 4410**, 5/13/20: University Committees (a-g) BE IT RESOLVED that the following be appointed to University Committees as designated: a. University Committee on Facilities Planning BE IT RESOLVED, that the following name go forward as a three-year appointment

from 04/29/20, through 04/29/23, to the University Committee on Facilities Planning, to replace David Beberwyk (CBA), whose term has ended: David Beberwyk (CBA) to be reappointed. b. University Committee on Library & Learning Resources BE IT RESOLVED, that the following names go forward as three-year appointments from 08/01/20, through 08/01/23, to the University Committee on Library and Learning Resources, to replace those completing their terms: Angelika Stout (CBA) to replace Jeremy Johnson (CFAM); Shari DeVeney (ED) to replace Jeanne Surface (ED). c. University Committee on Student Affairs BE IT RESOLVED, that the following name goes forward as a three-year appointment, from 08/01/20 through 08/01/23, on the on the University Committee on Student Affairs, to replace member who is completing their term: Yanhui Zhao (CBA) to replace Jay Erwin (A&S). d. University Committee on Technology Resources, Services and Planning BE IT RESOLVED, that the following two names go forward to the University Committee on Technology Resources, Services and Planning, to replace members who are completing their terms, as three-year appointments from 08/01/20 through 08/01/23: Gweneth Cliver (A&S) to replace Tracy Bridgeford (A&S); Kate Cooper (IS&T) to replace Seunghoon Han (CPACS). e. University Committee on Research & Creative Activity (UCRCA) BE IT RESOLVED, that the following names go forward as three-year appointments, from 08/01/20 through 08/01/23, to replace members who are completing their terms on the UCRCA (University Committee on Research & Creative Activity): Xiaoyan Cheng (CBA) to replace Brent Clark (BA); Christine Cutucache (A&S) to replace Debora Wisneski (ED); Ashley Blount (ED) to replace Andrew Miller (A&S). f. University Committee on Athletics BE IT RESOLVED, that the following name will go forward as a three-year appointment from 04/15/20 through 04/15/23, to replace Adam Tyma (CFAM) who is completing his term: Anne Herman (CBA) to replace Adam Tyma (CFAM). g. Digital Learning Directors Committee BE IT RESOLVED, that the following name will go forward as a three-year appointment from 08/01/20 through 08/01/23, to replace Erica Rose (ED) who is completing her term: Amy Morris (CFAM) to replace Erica Rose (ED).

**RESOLUTION 4411**, 5/13/20: 2020-2021 Standing Committee Chairs BE IT RESOLVED, that in accord with Article VIII.A.2 of its Bylaws the Faculty Senate standing committees have elected their respective 2020-2021 chairs as follows: A. Committee on Academic and Curricular Affairs: Senator Wessling B. Committee on Educational Resources and Services: Senator Surface C. Committee on Faculty Personnel and Welfare: Senator Helm D. Committee on Goals and Directions: Senator Schulz E. Committee on Professional Development: Senator \_\_\_\_\_.

**RESOLUTION 4412**, 5/13/20: Appointment of Parliamentarian BE IT RESOLVED, that according to the Constitution of the Faculty Senate of the University of Nebraska, Article IV, and Article V.G.2 of its Bylaws the senate president appoints Jim Carroll the parliamentarian of the 2020-2021 Faculty Senate.

**RESOLUTION 4413**, 5/13/20: Election of Faculty Senate Vice President BE IT RESOLVED, that in accord with the Constitution of the Faculty Senate of the University of Nebraska, Article IV, and Article V.A.2 of its Bylaws the Faculty Senate elects Senator Sajda Qureshi (IS&T) as 2020-2021 Vice President.

**RESOLUTION 4414**, 5/13/20: Election of Secretary/Treasurer of 2020-2021 Faculty Senate BE IT RESOLVED, that in accord the Constitution of the Faculty Senate of the University of Nebraska, Article IV, and Article V.A.2 of its Bylaws the Faculty Senate elects Senator Jeanne Surface (ED) as 2020-2021 Secretary/Treasurer.

**RESOLUTION 4415**, 5/13/20: Election of Chair of the Committee on Committees BE IT RESOLVED, that in accord the Article V.A.2 of its Bylaws the Faculty Senate elects Senator Amy Anderson (CPACS) as 2020-2021 Chair of the Committee on Committees.

**RESOLUTION, 4416**, 5/13/20: Faculty Senate Presidential Appointments (a-e) BE IT RESOLVED that the Faculty Senate President appoints the following as designated: a. AAUP Executive Committee (American Association of University Professors) BE IT RESOLVED, that the Faculty Senate President appoints the following senator, who is also an AAUP member, as the senate representative for a one year appointment from 05/13/20, through 05/12/21, to the UNO Chapter of AAUP, to replace Sajda Qureshi, whose term has expired: James Vnuk (A&S). b. Academic Freedom Coalition of Nebraska (AFCON) BE IT RESOLVED, that the Faculty Senate President appoints the following to be the Senate representative for a one year appointment, through May 2021, to the Academic Freedom Coalition of Nebraska (AFCON): Lisa Sample (CPACS). c. Alumni Association Board of Directors BE IT RESOLVED, that the Faculty Senate President appoints the following UNO alum as the senate representative for one year, 08/1/20, through 07/31/21, to the Alumni Association, Board of Directors, to replace Scott Vlasek, whose term has expired: Janice Rech (A&S). d. Budget Advisory Committee (Faculty Senate Committee) BE IT RESOLVED, the Faculty Senate President has appointed the following faculty member to the Faculty Senate Budget Advisory Committee as a three-year appointment, from August 1, 2020 to July 31, 2023, to replace Magie Hall, whose term will expire: David Volkman (CBA) to replace Magie Hall (IS&T). e. Graduate Council Liaison BE IT RESOLVED, that the Faculty Senate President appoints the following member of the Graduate Council to be the liaison between the 2020-2021 Faculty Senate and the Graduate Council for a one-year term from 8/1/20, through 7/31/21: Jennifer Harbour (A&S).

**RESOLUTION 4417** 5/13/20: Support for Student Code of Conduct Revision WHEREAS the proposed Student Code of Conduct, attached below, has been revised to 1) provide grounded examples of policy violations, 2) make use of more transparent and easier to read language, 3) provide additional detail regarding conduct appeal boards, and 4) create consistency between the NU Campuses WHEREAS the UNO Student Senate has expressed its strong support for adoption of the revised Code of Conduct in Resolution SR 19/20-035 BE IT RESOLVED that the UNO Faculty Senate supports the adoption of the revised Code of Conduct.

**RESOLUTION 4418**, 6/3/20: WHEREAS: UNO's top priority is safety, security, and the facilitation of free expression for students, faculty, staff, and the Omaha community in which we operate. WHEREAS: Tensions have been increasing across the country because of inequities in the just treatment of minority groups, including incidences on college campuses WHEREAS: Civil unrest has emerged in many cities in response to the death of George Floyd WHEREAS: Phased reopening of University campuses across the country and specifically UNO will bring a diverse

group of students, faculty, and staff together in greater numbers during potentially contentious times WHEREAS: Strong messages condemning violence, ignorance, intolerance, and hate, combined with proactive communication condoning decency and justice serve as important reminders to an educated and considerate society, BE IT RESOLVED: That the Faculty Senate of the University of Nebraska at Omaha endorses the following Message to the UNO community:

The Faculty of the University of Nebraska at Omaha has witnessed, as we all have, the recent incidences of violence, ignorance, intolerance, and hate amidst a backdrop of increased local and national community tensions. We stand uniformly in opposition to any language or action that attack individuals or groups based on race, ethnicity, national origin, religion, gender identity, or sexual orientation. In such instances, we must all speak up, speak out, and stand together against prejudice, while ensuring that we individually and collectively protect our physical, mental, and spiritual wellbeing.

We believe the greatest resistance to injustice lives within the strength of individual character. Grace, resilience, beneficence, tolerance, trust and tenacity are all part of the Maverick Spirit. Mavericks lead the way in effecting positive change by promoting education, liberty, empowerment, and justice. We must remain steadfast and exhibit these qualities so that the system can adopt and enact positive change. Be informed, be logical, be tolerant, be considerate, be just... be a Maverick.

The UNO faculty supports equity, access, diversity and inclusion. We encourage the respectful exchange of ideas that help us grow as individuals, and by extension, as a community. We take pride in the positive growth, independence, and strength that our students and others in the UNO community exhibit as a result of those challenging conversations. We, as the Faculty of the University of Nebraska at Omaha, commit to this effort in our words, our actions, and in our vision for the UNO campus.

**Resolution 4419**, 10/14/20: 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: Associate Professor, Deborah Circo (CPACS) to serve a three-year term from October 14, 2020, to September 13, 2023, [to replace Michelle Black]; and tenured member of the Faculty Personnel & Welfare Committee Claudia Garcia to serve a one-year term from October 14, 2020, to September 8, 2021 [to replace David Helm].

**RESOLUTION 4420**, 10/14/20: Election to the Professional Conduct 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: Tenured Professor, Sofia Jawed-Wessel (CEHHS) to serve a three-year term from October 14, 2020, to September 13, 2023 [to replace Harmon Maher].

**RESOLUTION 4421**, 10/14/20: Academic Freedom & Tenure Committee election: In accordance with Article VIII.B.1 of its bylaws, the UNO Faculty Senate has elected by ballot vote from the three nominees brought by the Committee on Committees, both tenured faculty, Nancy Kelley (CPACS) and Andrew Smith (A&S, Math) to serve a three-year term from October 14, 2020, to October 11, 2023.

**Resolution 4422**, 11/20/20: WHEREAS the Faculty Senate ad hoc Committee on Faculty Advancement has met with instructional faculty (instructors and lecturers), spoken with cognizant campus officials, and examined other institutional models of ladder advancement; WHEREAS the committee has identified a need for continued instructional faculty advancement through career ladder; WHEREAS the committee has constructed a model of advancement to meet this need and provided the attached Instructional Faculty Promotion/Rank System Proposal; WHEREAS the Faculty Senate has reviewed the proposal and finds that it would improve the careers of instructional faculty and help retain talented educators on the UNO campus; BE IT RESOLVED that the UNO Faculty Senate does hereby present the Proposal to the colleges and university for consideration and possible implementation.

**Resolution 4423**, 11/20/20: WHEREAS a change to the University of Nebraska Board of Regents Bylaws requires the ratification of said changes by the Faculty Senates of all four campuses, and WHEREAS the UNL Faculty Senate has worked with NU General Counsel and the NU Administration to frame new Bylaws Language as follows:

Previous proposed changes to sections 3.4.4 and 4.6-4.12 are retained.

Section 4.13 Provides a new section that defines Administrative Leave of Absence

Section 4.15.2b Provides due process for defined-term faculty through end of contract

Section 4.15.2i Requires a process for evaluating the need for immediate suspension

16.2b Removes investigatory hearing by the Committee

16.2f Allows the Committee to recommend a wider variety of sanctions

16.2h New section that clarifies that Faculty cannot be relieved of or assigned other duties until the sanction is warranted

16.3 Adds original Bylaws language back, new language ensures that Administrators cannot be continually tried by the Faculty Committee

BE IT RESOLVED that the Faculty Senate of the University of Nebraska at Omaha does hereby ratify the recommended Board of Regents Bylaw changes to the Sections stated above and as represented by the UNL Faculty Senate.

**Resolution 4424**, 1/13/21: WHEREAS: Summer 2020, results of a UNO Faculty Calendar Climate Survey showed a substantial interest in investigating a January term, J-term, with the caveat that certain questions be address so that a more informed decision could be made to explore the possibility of a J-term in spring 2022. WHEREAS: Academic & Curricular Affairs Committee, ACAC, solicited faculty primary questions and concerns regarding the creation of a J-Term and the modified calendar with respect to the J-Term which were answered by SVC



Sache Kopp, Dr. Sarah Edwards, and Student Government President Jabin Moore. FAQ document was emailed to all faculty Nov 11, 2020. WHEREAS: One of the primary questions raised by faculty regarding a modified calendar with respect to a J-term was whether it would be favored by students. Summer 2020, the UNO Student Government surveyed the student body. Based on the responses Student Government recommended the establishment of a J-term, highlighting the potential benefits to students by expanding academic offerings. WHEREAS: Contract obligations with respect to a modified calendar, compensation for J-term instruction, breaks/holiday concessions, and academic course preparation will be outlined in detail and included in Collective Bargaining to address faculty concerns. WHEREAS: ACAC administered a second Faculty Survey at the end of Fall 2020 to ascertain faculty support of the creation of a J-term. Results showed 58.28 % of the 290 faculty responses are in favor of including a J-term as an optional teaching opportunity for faculty. WHEREAS: Results of the Fall 2020 Faculty Survey also showed that some faculty support of the J-term is subject to department/college leadership concerns, pedagogical concerns, and effects of proposed calendar modifications. BE IT RESOLVED: That the Faculty Senate of the University of Nebraska at Omaha recommends the consideration of a J-term and the necessary adjustments to the academic calendar to accommodate it under the following parameters:

Teaching in the J-term is optional and subject to the same compensation rate as summer teaching

Each academic unit may offer courses in the J-term they deem to be most appropriate for that format, subject to availability of teaching and other resources to insure a high level of rigor and sound pedagogical practices.

The relevant university, college and unit-level policies governing the offering, teaching, and cancellation of summer courses will apply to the J-term.

Individual faculty teaching in the J-term will have flexibility to schedule the meeting times within the 3-week period, as long as the section meets the total minimum number of contact hours required for the number of credit hours.

Students will be properly advised about the necessary time commitment needed to successfully complete a course in the J-term that is normally offered in a 16-week semester. Adjustments made to the academic calendar will be done in a manner that keeps the mental health and well-being of faculty and students paramount, including but not limited to recognition of holidays like Martin Luther King Day, a full week of Spring Break, adequate time between J-Term, Spring Semester, Summer Sessions and Fall Semester for grading and posting of final exams and course grades, etc.

Any shortening of the number of weeks of fall, spring, or summer sessions, will not result in a decrease in the number of contact hours for those semesters and sessions.

**Resolution 4425, 2/10/21:** BE IT RESOLVED, that the following faculty members be appointed to the University Committee on Excellence in Teaching: Abbie Syrek (CFAM and prior award winner, to replace Shelby Van Nordstrand, whose term has ended) and Ann Fruhling (IS&T to

replace William Mahoney, a prior award recipient whose term has ended ) for three-year terms from 08/01/20 through 07/31/23, and Hannah Weaver (CFAM, as the at large, pre-tenure member, replacing Anne Karabon, ED) for a one-year term from 08/01/20 through 07/31/21.

**Resolution 4426**, 4/14/21: 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.

**Resolution 4427**, 4/14/21: 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 RESOVLED: 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.

**Resolution 4428**, 4/14/21: 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.

**Resolution 4429**, 5/12/21: WHEREAS: Part-Time Instructors provide critical support for teaching at the University of Nebraska at Omaha. WHEREAS: Part-Time Instructors do not have a centralized location to obtain information within colleges/departments about policies and procedures. WHEREAS: Part-Time Instructors are unusually liable to retaliation because they teach on one-semester contracts, and departments can end their employment permanently just by not rehiring them. Thus, they cannot effectively make complaints about their conditions of service. WHEREAS: Part-Time Instructors do not have a formalized mediation process in place if there is a complaint. WHEREAS: There is no centralized oversight of professional development for Part-Time Instructors. WHEREAS: There is no centralized location to oversee rewards and recognition for Part-Time Instructors. WHEREAS: Part-Time Instructors do not have access to membership with the AAUP at the University of Nebraska at Omaha. BE IT RESOLVED: We recommend the University of Nebraska at Omaha Office of Academic Affairs create a specific Liaison to Part-Time Instructors, which would serve as an intermediary to the UNO's many Part-Time Instructors. This liaison may be accomplished through the position of the Assistant Vice Chancellor for Faculty Affairs, supported by an Advisory Committee of Part-Time Instructors. The liaison would be available to hear complaints and concerns from Part-Time Instructors confidentially.

**2019-2020**

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## Faculty Senate

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University of Nebraska Omaha  
6001 Dodge Street  
Omaha, NE, 68182

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## **Our Campus. Otherwise Known as Omaha.**

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