

10-14-2020

Faculty Senate Minutes October 2020

UNO Faculty Senate

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2020-2021 Faculty Senate
Minutes
Wednesday, October 14, 2020
Zoom

I. **Official Call to Order:** President Ostler at 2:02 p.m.

II. **Minutes of September 9, 2020 were approved as distributed**

III. **Officers' Reports**

1. **President's Report:** Senator Ostler

A. **Center for Bio-Medical Informatics Research and Innovation.** Deb Smith Howell and Ken Bayles presented the Center Proposal, which you should have all received for review. Although the FS does not need to consider a resolution on this issue, I would urge you to review the proposal and feel free to suggestion revisions and edits directly to Dr. Smith-Howell and Dr. Bayles. I have forwarded a memo thanking them for reaching out and allowing us to be part of the review of this document. That memo is available as an attachment to this agenda. (Attachments 2-3)

B. **Commit to Complete Initiative:** The campus has just completed *Road Maps* that are part of the Board of Regents' Commit to Complete initiative. UNO has documented a set of Road Maps to help our students and families see sequenced options for the four-year path within each of our undergraduate programs. Please find the page at the following link: <https://www.unomaha.edu/academics/program-roadmaps.php>. In an effort to share this information efficiently with students, it is being offered in multiple places where our students are likely to go for information. Advisors are directing students to these links for various links, and in particular making it a point to use Road Maps. You will find access to this page posted on each of the following links:

<https://www.unomaha.edu/registrar/index.php>

<https://www.unomaha.edu/academics/majors-and-programs/index.php>

<https://www.unomaha.edu/registrar/students/before-you-enroll/class-search/index.php>

<https://www.unomaha.edu/academics/index.php>

According to Asst. Vice Chancellor Sarah Edwards, the next steps of this project will be to enter the plans into the undergraduate catalog for annual departmental verification. Having the ability to present and update these Road Maps will also enable the campus to consider implementing additional tools, such as the DegreeWorks Planner. Students would have the ability to play "What if" with their degree programs and evaluate sequenced course options from start to finish as they consider various

degree offerings. Please thank the Academic Advisors who have made this happen. Additionally, this may require course information updates, particularly as it relates to online learning environments. Please be prepared to accept requests from Advisors and Chairs as the need for course updating becomes more interactive.

C. Policy and Compliance: The *Bridge* program is now available. This is a compliance and training “one stop shop” for the professional and workplace training modules we all need to have in place. Up to this point, there have been lots of questions about timelines, access, how to locate, etc. This has been a legitimate issue because previously if we wanted to complete Title IX, for example, we would do that through Firefly. If we want Health and Safety training, we have to go somewhere else and so on. Bridge is from the same makers as Canvas and works in somewhat the same fashion. Courses can be added locally based on the need of the institution and there are some powerful analytic tools included that can provide a nice array of statistical breakdowns. UNO now has the necessary licenses for every staff and faculty on campus to use this app. Additional information about Bridge may be found at the following link: Nebraska.bridgeapp.com. This information should be shared within your college units so that faculty can immediately begin using for various training options offered.

D. COVID Tenure Clock: Sr.V.C Kopp released a memo to the Deans describing aspects and options for modified review, reappointment, and tenure cycles due to Covid-19. An initial memo went out several weeks ago describing the process and since there have been some requests for clarification. The memo for the *stop* on the tenure clock for COVID distilled down to the following points.

1. Everyone has been given the extension. Doing this puts no one in the vulnerable position of having to ask for the extension. No one is forced to accept the extension and may elect to be reviewed ‘on his/her original clock.’
2. For those who accept the extension this year, they may any time in the future ask to be reviewed on his/her original clock with no penalty. That decision would become binding. This does not prohibit faculty from requesting an extension for other reasons as noted in the CBA.
3. Any faculty member is welcome to submit a binder this year in order to obtain feedback. Doing so, or not doing so, will have no negative consequence. It should be noted that feedback can also be obtained during the regular annual review process in the spring, or at any time in conversation with departmental leadership.

Please be prepared to point to these items as a simplified explanation of the initiative and to direct any additional questions regarding extenuating

circumstances to the Office of Academic Affairs.

Senior Vice Chancellor Kopp stated that, at this time, no decisions have been made for faculty that will be joining in the future in regards to the changes made on the tenure clock due to COVID.

- E. Staff Advisory Council:** Faculty Senate has been partnering a bit more with the Staff Advisory Council. SAC has requested assistance in making their message heard across campus about Salary inequities and increased workload obligations. Staff will not be receiving a salary increase this year and they are concerned that the combination of vacated positions and new processes related to remote/site based work environments is putting heavier obligations on staff across campus. SAC is considering their own Salary study since they feel like they have not had adequate success in getting data/salary survey information from campus resources. One of the biggest concerns is that many of the offices on other campuses doing the same jobs have 2-3 times the personnel resources and are paid substantially more for what equates to less work. Reported moral is considerably lower than it has been in the past and is leading to attrition. Anything that Faculty can do to help support the people who support us will be an important step to continuing the partnership between Staff Advisory Council and Faculty Senate.

Senior Vice Chancellor Kopp and Chancellor Gold also informed the Senate that the deans of each college have been urged to review staff positions and adjust salaries for staff that have taken on new duties and that the SAC have also been informed of this.

- F. Auxiliary Appointments:** Distinguished Associate Professor/Distinguished Professor Auxiliary Appointments were discussed last year in Faculty Senate and were instituted to address salary inequities and other issues do to extended service-based assignments which are typically not part of workload calculations. These appointments comply with the current contract and were designed to be funded by the individual colleges. To my knowledge, none of these appointments have yet been offered this year. The specifics of the appointments have not been standardized and comments coming out of the Deans forum suggest that additional information might be helpful under the topics of: how many appointments per college would be appropriate, what is the honorarium amount/year, what are eligibility requirements, how long would an appointment last, are renewals possible, etc. UPDATE 10-13-20: Academic Affairs has released a memo to the Deans calling for “Distinguished” Auxiliary Appointment nominations to be submitted this year for funding in the AY 21-22. Please be looking for those announcements, help your Deans distribute the message, and possibly help set up selection criteria/protocols.

G. University Reappointment, Promotion, and Tenure Guidelines: The Office of Academic Affairs has identified the need to update the University level RP&T guidelines. With some of the current FS efforts including the proposal for Non-Tenure Track Faculty Promotion will need to include review and evaluation protocols for promotions at this level. Further, in order for Academic Affairs to be consistent with the various college decisions, and more consistent “common denominator” would be appropriate. Sr.V.C Kopp has requested input from Faculty Senate as his team moves forward on this project. Dr. Kopp will be identifying a possible committee membership list so if you have suggestions as to appropriate committee members, please pass those along within your resident colleges.

2. Executive Council Report: Senator Qureshi

A. Accept Senator Jodeane Brownlee’s resignation

B. Approve President Ostler’s appointment of a bylaw revision committee

3. Secretary’s Report on EO&A Meeting: Senator Surface

A. Chancellor Gold & SVC Kopp Updates:

1. Budget updates given record enrollments in some areas
2. Campus function updates

B. Faculty Senate Issues/Updates:

1. Faculty Senate Coordinator position hired and functioning... thanks for putting up with the bumps over the summer and early fall
2. J-term/Calendar work with Student Government UNO
3. AAUP Cooperative work with Non-Tenure Track Faculty Promotion proposal for possible inclusion in the Bargaining agreement
4. We are about to launch into some new Policy and Compliance issues and hope to work more extensively with Drew Nielsen on these issues, particularly those that help us support students during this difficult time

2020-2021 Resolution Action Table

(Action Pending and Current Resolutions/Written Replies)

Res.#	Date Senate Passed	Title	Admin Accept	Sent for Senate Action	Denied	Deferred	In Progress	Final Action/Resolved
4418	6/3/2020	Diversity, Equity, Access & Inclusion – Be a Maverick Statement						Resolved

4419	9/10/2020	Faculty Grievance Committee to replace Donna Dufner (retired)						
4420	9/10/2020	Professional Conduct Committee to replace Harmon Maher whose term has expired.						
4421	9/10/2020	Academic Freedom and Tenure ballot for distribution to full-time UNO faculty, which is to elect two tenured faculty members						
TO BE FOLLOWED UP								
CARRIED FORWARD								

IV. Standing Committee Reports

A. Committee on Academic and Curricular Affairs: Senator Wessling

1. Teaching Evaluations:

Per ACAC’s motion last year, an ad hoc committee of faculty and administration is being formed to examine the current teaching evaluation process. As we do not yet know the scope of the ad hoc committee’s work, ACAC will wait and see if there are additional angles for the committee to examine in regards evaluating teaching effectiveness

2. Attendance Policy:

The Office of Academic Affairs is looking into developing a new permanent attendance policy that accommodates religious holidays. This is different from the Interim Attendance Policy that Faculty Senate passed last March that removed the requirement for students to present supporting documentation to justify absences resulting from illness. The committee will try to find out more information about this new attendance policy proposal. Senator Benenson will follow up with Dr. Ostler and identify what needs to be covered in the attendance policy.

3. Academic Issues with Adding a J-Term:

The committee will investigate the academic implications arising from the proposed addition of a 3-week J-Term.

Results of the Student Government survey of over 1600 students indicate that 70% supported the idea of a J-Term. Students supported it for many reasons. A cursory look at the survey free-form responses indicates the following recurring reasons:

- A. a way to get ahead
- B. a way to spread the course load
- C. a chance to take courses they otherwise would not take
- D. it gives a longer winter break, which some can use to work more
- E. it would not benefit them but they are sure others would benefit

Here are some students' recurring concerns with the adjusted calendar

A. J-Term:

- 1. unrealistic to compress 3-credit hour class into 3 weeks
- 2. Saturday classes interfere with work

B. Modified Spring Semester

- 1. not happy with a shortened spring break
- 2. a shortened spring would make some already challenging classes more difficult
- 3. delays the end of spring semester - messes up graduation and summer plans

Should the J-Term move forward, Student Government also recommended the establishment of several working groups to tackle academic, financial, health, and logistical concerns, as well as concerns for inclusion of non-traditional students.

In a recent AAUP meeting, faculty also expressed concern that some students might have an unrealistic view of courses that can be offered, that courses offered may not have enough enrollment, that some faculty will have no time to reset, incompatibility with courses that cannot be rushed, availability of support services like Speech and Writing Centers, etc. On the other hand, some faculty see the opportunity for teaching new classes, like foreign languages or study abroad.

The committee seeks input from faculty to understand what courses can and cannot be offered, and from administration to understand what can and cannot be done with the calendar. Senators Tocaimaza-Hatch, Siy, and Harbour will look into getting faculty input on what can be offered and also identifying best practices from other universities, while Senators Wessling and Robinson will look into getting administration input, particularly on the calendar impact. Once there is an understanding of what is realistically possible, the committee will meet with Student Government to obtain feedback.

B. Committee on Educational Resources & Services: Senator Stacy

1. Facilities and Administration (F&A) Issues

- A. James Shaw summarized information about F&A costs gathered by the ER&S Committee last year:
 - 1. The typical rate is 46.5%
 - 2. Some grants stipulate that there be no F&A costs. In some cases, F&A may be set at 10%-20%
 - 3. Some question as to whether F&A is treated as a revolving account by departments

4. The distribution procedures appear to vary by department and by college
5. The committee reviewed the report it made to the Faculty Senate in December 2019 – that sheet is attached
6. Richard Stacy reported to the Committee that he joins the Executive Committee in monthly meetings with the Chancellor and Senior Vice Chancellor. He has since discovered that Committee Chairs do not attend that meeting. Nevertheless, he will request that the President ask the Senior Vice Chancellor if there have been any updates on the F&A policy since March 2020

2. Paul Beck Memorial Scholarship

A. James Shaw provided the following information about the Scholarship:

1. Paul Beck was a popular Professor of History from the 1950 to 1975
2. Donations may be made to the scholarship fund at:
<https://commerce.cashnet.com/UNOCW?itemcode=CW-PBECK>
3. Last year the committee set the scholarship amount at \$500. Last year the committee received about 100 applications, and it awarded 8 scholarships (6 undergraduate and 2 graduate students based on the proportion of applications from each group)
4. Members of the ER&S Committee review and follow a rubric to score the applications
5. The ERS Committee reports the scholarship awards at the April Meeting of the Faculty Senate

3. J-Term

A. There was a brief discussion of issues related to J-Term but no resolutions were considered

C. Faculty Personnel & Welfare Committee: Senator Helm

1. The Committee reviewed and clarified its current assignment: **To facilitate and provide guidance to faculty who have had their Board of Regents Bylaw 4.1 violated and are seeking resolution.**

A. Bylaws of the Board of Regents

Chapter IV. Rights and Responsibilities of Professional Staff

4.1 Academic Responsibility. Membership in the academic community imposes certain obligations. These obligations include the following duties of academic responsibility: (a) To respect: (1) the dignity of others; (2) the right of others to express differing opinions; (3) the right of others to be free from fear, from violence, and from personal abuse; and (4) the right of the University community to be free from actions that impede its normal functioning.

2. The Committee met with Connie Schaffer, Director of Ombuds Services, to

identify resources available to faculty.

Grievance Committee

<https://www.unomaha.edu/faculty-senate/faculty-committees/faculty-grievance.php>

The Professional Conduct Committee

<https://www.unomaha.edu/faculty-senate/faculty-committees/professional-conduct.php#policiesand-rules-of-procedure>

Ombuds Services

<https://www.unomaha.edu/ombuds-services/index.php>

Title IX

<https://www.unomaha.edu/office-of-equity-access-and-diversity/title-ix-information/index.php>

Human Resources

<https://www.unomaha.edu/human-resources/index.php>

College Resources

Department Chair/Coordinator, School director, College Dean

3. The Committee identified individuals on campus charged with addressing faculty personnel concerns and is currently scheduling interviews with them
4. The Committee noted that each UNO resource has a different mission and the outcomes vary. We identified a need to clarify the procedures and outcomes for each process.
5. The Committee decided that the best result for this project is to create a flow chart that identifies starting points for faculty, how each resources may or may not lead to a solution and how to move from one resource to another. Dr. Schaffer has volunteered to collaborate with the committee on this document

Vice Chancellor Kopp urged the committee to factor in Vice Chancellor Candice Batton when working on identifying resources available to faculty.

D. Committee on Goals and Directions: Senator Schulz

1. Review of potential topics for the year
2. Laddering proposal for full-time instructors
 - A. Cameron provided an update on the laddering proposal for full-time instructors
3. Discussed career path opportunities and support for adjunct instructors
 - A. Remain a separate initiative from full-time instructors

- B. Possible areas of support
 - 1. Reduced parking fees
 - 2. Technology support, including webcams
 - 3. Affordable access to the Wellness Center
 - 4. Tuition reimbursement
 - C. Discussed administrative oversight of adjunct instructors
 - D. Discussed a potential survey of adjunct instructors
 - E. Contact central administration about credit hour production of adjunct instructors
 - 1. Steve will contact central administration (Hank Robinson, Aileen Warren, Cecil Hicks)
 - F. Discussed potential a need for representation on the Faculty Senate by adjunct instructors
 - G. Charles will draft a document for consideration
4. Sustainability on campus
- A. Identified the wide variety of initiatives on campus
 - B. Harmon will gather information about the Center for Sustainability

E. Professional Development: Senator Rech (Vice Chair)

1. The following four problems have been identified for the committee to work on:

- A. Language approved by the NU Board of Regents August 14 amends the sexual misconduct policy and updates procedure for how it responds to sexual misconduct reports. What is the protocol for UNO faculty?

Recommendation: Contact Sara Wil Interim Coordinator with Title IX. 402-554-2120 or sweil@unomaha.edu -Does language address potential misuse by students who use it as harassment of faculty?

- B. Collective Bargaining agreement/negotiation involving instructors and lecturers afforded the same protection(s) by AAUP as tenured faculty.

Recommendation: Contact Union representative to seek advice and counsel

- C. Senator Krasnoslobodtsev proposed a survey of faculty before the big renovation of Durham Science Building. The survey would inquire what the faculty would like to see this renovation change or bring about that would help their professional growth. For example, if someone was considering a different instructional model that requires special room layout, or a research space that needs water supply or fume hood put in. As per Iulia's comment, perhaps asking for wider, more comfortable desks for students to take paper/pencil notes/tests

It would be a good opportunity to get those thoughts in before all the planning of renovation is finalized

This survey would also allow us to gather Faculty's thoughts, ideas, and concerns about professional development both in research and education

Recommendation: contact the Faculty Senate liaison to the University Committee on Facilities Planning.

- D.** A resolution was proposed in the September Faculty Senate meeting seeking a statement of support for social justice training in all aspects of the University and in public institutions.

Recommendation: Members of the PD Committee suggested clarity on language between “statement of support” and “social justice training.” The committee would also seek details regarding what is the resolution’s goal. Is this something that is established in another committee?

F. Committee on Committees: Senator Anderson

1. Committee assignments (UCRCA)

A. Resolution 4422, additional University Committee appointments.

BE IT RESOLVED that the following names go forward as Faculty Senate appointments to the University Committee on Research & Creative Activity: Jennifer Harbour (A&S Social Sciences, Black Studies) for a term to August 2022, and Patrice Proulx (A&S Humanities, Foreign Languages & Literature) for a term to August 2023.

Motion passed by voice vote.

2. cHarmony and Faculty Senate website were covered for new members

3. Academic Freedom & Tenure Committee election.

Votes cast for the Committee on Committee’s three nominees to elect two tenured faculty to serve three-year terms to October, 2023, on the Academic Freedom & Tenure Committee were: Shari DeVeney (EHHS) – 79 votes, Nancy Kelley (CPACS) – 110 votes, Andrew Smith (A&S, Math) – 84 votes.

Resolution 4421: 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.

4. Resolution 4419 – Faculty Grievance Committee

A. Election of Associate Professor to Faculty Grievance Committee

One Associate Professor to be elected from the following two nominees to serve three-year terms from October 14, 2020, through September 13, 2023, to replace Michelle Black, whose term has expired.

- 1.** Matthew Heesch (CEHHS)

2. Deborah Circo (CPACS)

Total votes cast for Associate Professor nominees: 27; for Deborah Circo: 18, for Matthew Heesch: 9.

- B. Election of FP&W representative to Faculty Grievance Committee
One member of the Faculty Personnel & Welfare Committee to be elected for a one-year term, from October 14, 2020, to September 8, 2021, to replace David Helm, whose term expired.
1. Claudia Garcia
 2. Ziaul Hug

Total votes cast for Faculty Personnel & Welfare nominees: 28; for Claudia Garcia: 19, for Ziaul Hug, 9

Resolution 4419 – *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].

5. **Future Business:**

- A. Need to get the website to match committee structures
1. Some issues are on the Faculty Senate side
 2. Need to contact people not in the cHarmony system so that our files are complete
 3. Need to compare cHarmony and the Faculty Senate page and they need to match
- B. Need to make sure all committees have a Chair/someone responsible for scheduling meetings
1. Technically, there is a form on the Faculty Senate webpage that our Committee Reps are supposed to fill out to keep us in the loop

V. **Other Faculty Senate Committees**

- A. **Ad hoc Committee on Faculty Advancement:** Senator Ostler (Attachment 4)

Senator Qureshi presided over the meeting while Senator Ostler presented on the Ad hoc Committee on Faculty Advancement.

Resolution

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 approximately 24% of full-time instructional faculty at UNO are non-tenure track and do not currently have promotion options beyond the rank of Lecturer

WHEREAS the lack of promotion options for instructional faculty does not incentivize faculty to engage in professional development

WHEREAS the committee has constructed a model of advancement to meet the professional advancement needs of instructional faculty 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 endorse the attached non-tenure track faculty promotion Proposal and recommends that the Chief Negotiator for the collective bargaining representative of the UNO faculty, the UNO Chapter of the American Association of University Professors (“UNO AAUP”), propose its incorporation into the next collective bargaining agreement between the UNO AAUP and the Board of Regents of the University of Nebraska (the “Board”), and that the UNO AAUP and the Board negotiate in good faith over the Proposal.

Further Discussion: Senator Ghandi asked whether or not it would be better to appoint a separate committee to review senior lecturer positions instead of the RPT committee reviewing it. Senator Ostler responded that there would be faculty oversight and that the promotion is not at the pleasure or discretion of a chair or dean; there would be a formal structure and formal feedback that would span a series of promotion. Senator Sample asked Senator Ostler why she is working on this issue within her college and questioned whether or not she had to wait until the model had been approved to share it with her college. Senator Ostler reminded her that the Senate approval of this document simply meant that it would be used during Collective Bargaining, not that it would immediately implemented throughout the university. She is allowed to share the model with her college once the senate has approved it should she wish to do so. Senator Wessling asked whether or not there was going to be any language regarding the research done by professors when they are up for promotion or if that is left to the discretion of the college. Senator Ostler explained that the focus of this document is in instructional productivity and research production is not a part of it. Vice Chancellor Kopp added that if this proposal is implemented through Collective Bargaining, the RPT guidelines would be sure to say that the RPT process for this track of full-time faculty would be based purely around teaching and service and not research. Chancellor Gold asked what is the intent of doing with this document. Senator Ostler responded that this document is for AAUP and for our current Academic Affairs to have the will of the faculty known during Collective

Bargaining and that this is an idea they would like to have considered. Senator Volkman expressed concerns with offering tenure to professors of instruction because they are not engaging in research or engaging in intellectual contributions and therefore do not need the protection that tenure offers. Senator Shaw disagreed with Senator Volkman because classroom instruction does have a need for academic freedom and deserves the protection that tenure provides. Senator Garcia expressed discomfort with the language that equates research contributions with intellectual contributions because it's patronizing and dismissive to the immense contributions an instructor makes through their teaching since teaching is an intellectual activity. Senator Stacy agreed with Senator Shaw.

Senator Surface moved to postpone further consideration until the November meeting to allow consultation with faculty AAUP officers, who had not been informed of the language; 15 yes, 9 no, motion passed

Senator Ostler returned to presiding over the rest of the meeting.

VI. New Business

- A. Senator Benenson brought concerns about student fees charged for classes offered in Distance Learning format for classes that would normally have been in-person. There was no objection to President Ostler's suggestion that this be referred to the Executive Officers, to be taken up at the next EO&A meeting.

VII. Adjourn at 3:56 p.m.