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Faculty Senate Minutes February 2020

UNO Faculty Senate

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2019-2020 Faculty Senate Minutes
Wednesday, February 12, 2020, 2p.m.
Community Engagement Center 230/231

Present: Adidam, Anderson, Barone, Brownlee, Cast-Brede, Davidson, DeSanti, Hale, Helm, Kelly, Kilinc, King, Lee, Logsdon, Maher, Ostler, Podariu, Qureshi, Rech, Schaffer, Schoenbeck, Sharif-Kashani, Shaw, Sim, Siy, Surface, Wessling, Woody, Zhong

Excused: Huq, Nelson, Nero, Paine, Randall, Volkman

Unexcused: Rogers

Vice Chancellor Sacha Kopp: Dr. Kopp gave an update on the Big Ideas proposals that were submitted to assist in furthering growth and research at UNO. The dean's have picked six proposals. Some of these proposals will be implemented soon and others will be implemented in the future. He reminded senators that professional development opportunities are available and the reimagining-U program has added new classes for faculty to sign up for.

I. The meeting was Called to Order by President Hale at 2:02 p.m.

II. The Minutes of January 15, 2020 were approved as submitted.

III. Officers' Reports

A. President's Report: Senator Hale

1. Conflict of interest (COI) disclosure

2. Health and Safety

3. Helping students out during winter

4. Professional Development

a. Diversity, Equity, and Inclusion

b. Online education

c. "reimagining-U" program

- 5. Update on Ted Carter Visit [not in campus newsletter]:** I have been in contact with President Carter's team. We have identified a date for President Carter to visit with the FS Executive Council. Tentatively this meeting will occur on March 20th. As I mentioned before, I have reached out to President Carter and his team to arrange a broader forum with faculty senate and faculty around the campus. His team has let me know that President Carter intends to meet with the faculty senate, but such a meeting is likely to occur later in the year. We are still working to identify and confirm a date.

After the Senate meeting this month, I intend to communicate the attached FS newsletter out to the campus to make them aware of the work this senate has done with regard to faculty advancement and the news items I just shared with you.

B. Secretary/Treasurer Report: Senator Davidson

- 1. No meeting. No report.**

IV. Executive Council: Senator Surface



A. Senator Absenteeism

Further Discussion: Senator Surface announced senators with frequent unexcused absences are being contacted by Senator Davidson. Attendance to faculty senate meetings are expected. Senators should contact the faculty senate office if they plan to be absent from a meeting.

B. Conflict of Interest and Commitment Policy

1. RESOLUTION: Support for Draft Campus Policy Relating to Conflicts of Interest and Commitment

WHEREAS The UNO Compliance office has drafted the attached conflict of interest and commitment policy;

WHEREAS The compliance office has consulted with the Faculty Senate President for critical feedback on the policy;

WHEREAS The policy has been modified to incorporate feedback provided to clarify language, applicability, and enforcement;

WHEREAS The topic of conflicts of interest has become a timely news item for universities around the country due to high profile incidents at Harvard University;

AND WHEREAS Chancellor Gold, in his campus forum, identified conflict of interest disclosure as an important area for our campus to focus on;

BE IT RESOLVED that the UNO Faculty Senate does hereby recommend and endorse the attached Conflicts of Interest and Commitment Policy for adoption on the UNO Campus.

Further Discussion: Senator Hale presented the Support for Draft Campus Policy Relating to Conflicts of Interest and Commitment Resolution. Drew Nielsen, Compliance Officer, answered questions regarding the policy. He reminded the senators this is not a new policy, just mandating the current form to be completed on an annual basis. Nielsen suggests this will be proactive approach to the completion of conflict of interest forms and the notification for coi management plans to be put in place. He did confirm the Conflict of Interest Form does replace the Board of Regents Form used for funds received during the summer months. Drew Nielsen can be contacted for any additional questions and/or clarification. He plans on constructing educational materials for the future regarding the conflict of interest policy.

Motion to approve resolution, no opposed, motion passes.

V. Standing Committee Reports

A. Committee on Academic & Curricular Affairs: Senator Woody

- 1.** At its 01-29-2020 meeting, the Academic and Curriculum Affairs Committee (ACAC) considered what, besides descriptive comments about a course, should be mandated for Inclusion in syllabi. It is believed that mandated information should be determined by the administration (e.g., information about all-campus policies). In addition, there should be a webpage for centralized policies. Further action by the Faculty Senate about part-time and non-tenured faculty should be tabled until the Senior Vice Chancellor sets forth determinations on the issues. The February 2020, meeting of the ACAC will focus on Teaching Evaluations.
 - a.** Karen, Jaci, and Hank will be invited to attend the February ACAC meeting.
 - b.** By February 10th, Committee members will submit questions to Lisa Daubman to be compiled and sent to upcoming meeting attendees.



- c. Discussion points will include guidance on usage of evaluations, consideration of ethics and professional issues, what other sources are already pursuing evaluation topics, whether a new instrument in place or contemplated, and any anticipated changes to the evaluation process.
2. Liz Wessling is reaching out to Trent Frederickson regarding FERPA Regulations and the constraints regarding mandatory reporting and consequences of plagiarism.

B. Committee on Educational Resources & Services: Senator Schoenbeck

1. Facilities and Administrative Costs Policies

- a. In December, the ER&S Committee reported findings up to that point. Briefly, the amount of F&A distributed to the different colleges is proportional to the amount that each brought in during the previous year. The disposition and disbursement of these funds is at the discretion of the dean of each college, subject to NU system spending guidelines; beyond this, there are no uniform policies regarding disbursement at the college level or lower.
- b. The ER&S Committee was asked to determine whether there was a mechanism by which the Senate could influence disbursement policy at the college level. It was proposed that transparent reporting of college-level F&A spending could be a means of promoting the use of these funds in ways that support the research that attracted the funding.
- c. We will approach this by attempting to answer the following questions:
 1. Is there a reporting system in place that shows how F&A funds are being used at the college level? If so, are the reports available to the faculty? Does it report spending in a way that clearly shows how specific funds are spent?
 2. If there is not such a reporting system in place, can we request that one be established?

2. Paul Beck Memorial Scholarship

- a. Applications: The Paul Beck Memorial Scholarship application process has been incorporated in the University's general online scholarship application system. The application portal is open to qualifying students, and applications are coming in.
- b. Contributions: A Paul Beck Memorial Scholarship "storefront" will be established through the NU Marketplace website. The site will facilitate contributions to the scholarship and issue the associated tax documentation.

C. Committee on Faculty Personnel & Welfare: Senator Helm

1. Ombuds Interaction with Faculty Senate per Shereen Bingham

- a. The committee communicated with Dr. Bingham regarding her concerns. Since she is retiring from the role of director of Ombuds Services this May or August, the Chancellor and Senior Vice Chancellor are expected to establish procedures to fill the vacancy in accord with the Regents Bylaws, which state that the selection process "shall include formal consultation with representatives of those segments of the University served by the Ombudsperson." Dr. Bingham is committed to maintaining continuity and support for her replacement and is concerned that there be a transparent selection process, compensation (currently a course release in fall/spring and summer stipend), and appropriate training. In an effort to address these issues prior to the arrival of the new administration, she reached out to Faculty Senate for insights. Per her recent conversation with the FP&W Committee, it was decided that she would approach Dr. Kopp, who has informally indicated an appreciation of the Ombuds office, to seek out his opinions and formalize the selection process, identify the qualifications for the position (tenured faculty) and measure whether the Faculty senate should be a part of the selection process. While we are waiting to hear back from her regarding her discussions with Dr. Kopp, Dr. Bingham is interested in the degree to which the faculty senate would like to be a part of the selection process for this position.

2. Confidential information that was released by the University and shared with a The United Way, per Dale Eesley



- a. The Committee communicated with Dr. Easley regarding his discovery that confidential personnel information had been released by the University to the United Way. He discovered this when he followed a link provided to him in an email sent on behalf of the United Way and discovered his personnel number in the link. The FP&W Committee also followed the United Way link and by using a faculty personnel number we were granted access to the UW site. Dr. Easley raised his concerns with Cecil Hicks, Assistant Vice Chancellor for Human Resources. Mr. Hicks response: It appears from my research into this matter UNO (actually University of Nebraska system as whole) has had quite a long-standing relationship/agreement with UNO. It also appears per standard protocol the University makes every effort to ensure any data sharing is appropriate. The United Way gets limited data from us and the risk has been determined to be low based on all identified factors.

Dr. Easley felt this response did not adequately address his concern. The committee followed up with Mr. Hicks inquiring about where to find UNO's policy regarding releasing employee information to third parties, and UNO and/or the University of Nebraska's policy regarding releasing information to the United Way. We are still awaiting a response.

Note: *"Employee records are protected by the University of Nebraska Board of Regent bylaw 1.4.4. It specifies employee information that is to be kept confidential."*

3. Ziaul Huq has been appointed to take part on the NU level benefits committee.
 - a. **RESOLUTION:** University-wide Retirement Plan Review Committee:

BE IT RESOLVED as Central Administration has created a new NU system wide committee called the University-wide Retirement Plan Review Committee, the following name go forward to serve this term, from Spring 2020 through December 31, 2021: Ziaul Huq (CBA).

D. Committee on Goals & Directions: Senator Ostler

1. *Ongoing/Pending Items:*

- a. ***Lecturer Auxiliary Appointment overview:*** Within the coming academic year, the AAUP will be launching into a new Collective Bargaining agreement. As part of this process, the Committee on Goals and Directions will focus on exploring rank and promotion options for non-tenure track faculty on two separate fronts, one as part of the Collecting Bargaining process and the other on a related issue but not under the obligations of the Collective Bargaining agreement. The first agenda will be to help conceptualize uniform processes and criteria for the promotion of Instructors and Lecturers, which may include continuing contracts and new ranks similar to Senior Instructor, Senior Lecturer, or Professor of Practice. G&D Committee members will be researching possible successful models used in other institutions. The G&D Committee will also be working with the existing Ad Hoc Committee currently working with Sr. Vice Chancellor Kopp on the same issue. The second agenda will be focused on improving the partnership and status of Adjunct Faculty members and considering options for special faculty designations such as Auxiliary Appointments in Service and/or Creative Activity. Although not under the same contract obligations, Adjunct Faculty provide a significant portion of the SCH production at UNO but are compensated at a relatively low rate. In order to honor and retain the best teachers for UNO and our students, we believe it is necessary and appropriate to consider actions that will help recruit and retain these quality individuals. We discussed ideas such as Adjunct Faculty awards to recognize outstanding teaching and/or service, parking perks, a ladder/ranking system, and a possibility of extended contracts.



- b. **Solar Feasibility:** The G&D Committee intends to request an update on reactions to the solar Feasibility study reported to Central Administration on the commitment to Renewable Energy on Campus. At this time, no action items are pending; however, the issue will be raised at the next EO&A meeting for additional consideration.

2. *New Items:*

- a. None

Senator Rech requested Senator Ostler to take on the issue of parking costs for adjunct faculty on campus.

E. **Professional Development:** Senator Cast-Brede

1. Student Health Insurance Plan

- a. Met with Dr. Juan Casas and Aya Yousuf, Student Government President, to receive an update on the NU-system committee addressing the student health insurance plan issues.
- b. The systems should have been getting quotes from United Healthcare for the existing plan and other pricing models. The committee hopes to be making recommendation mid-February with the final recommendation going to NU administration mid-March.
- c. Both Dr. Casas and SG President Yousuf felt that there were still some unanswered questions around out of pocket costs and parental insurance coverage but felt the impact of the insurance plan on students was always at the forefront of the discussions. The goal is to try to still provide access to a platinum level insurance plan.
- d. Challenges – The situation is a result of high medical loss ratios, almost 40% of the claims are high claims (above \$25,000), and a declining student enrollment.
- e. The current medical loss ratios are too high to attract other insurance providers (there are only four student health insurance providers in the country) so the committee is looking at the quotes from United Healthcare in the short term. When that improves, the university will be able to ask other providers for quotes.
- f. To be eligible for the student health provider, students must be enrolled in at least seven credit hours with at least one of those hours being on campus. The committee asked if there would be ramifications if that requirement was lowered and the on-campus hour was dropped.
- g. Forced enrollment is not a current consideration.
- h. SG President Yousuf is interested in collaborating with Faculty Senate in a response to the student health insurance plan situation but feels there is not enough information yet to formulate what that response might be.

2. Campus Policy Regarding Bringing Children to Work

- a. There is a campus-wide policy on bringing children to work.
- b. Policy reads: *“As a rule, it is inappropriate for children to be in the work-place on a regular or sporadic basis, such as after school each day, on holidays when daycare is not available, or when children are ill.”*
- c. *In the rare instance when there are no other alternatives, and a staff member must bring a child to the workplace, advance approval should be obtained from the supervisor and the duration of the child’s visit to the workplace should be kept to a minimum. It is essential that parents or guardians provide close, constant supervision of their children while they are in the workplace. Children who are ill should never be brought to the workplace. Parents or guardians are responsible for childcare arrangements and planning alternatives for childcare. Parents or guardians may use vacation time when childcare issues arise.”*
(<https://www.unomaha.edu/campus-policies/children-in-the-workplace.php>)

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



1. We hope that Matt will announce the app at the Faculty Senate meeting on the 12th February the full Faculty Senate membership will test the app until the 24th of February. This committee will then meet on February the 26th to compile the feedback and provide it to Matt. If Matt can get the App ready, we hope to have the app shared with the entire faculty of UNO by March 1st with a deadline to complete the survey by the 31st of March. You will need to send reminders to the faculty on the 16th, 20th and 30th of March. The initial results should be with this committee by April 1st for review. This committee will then meet on April 22nd to work on the results of the survey and match faculty to the committee vacancies.

VI. The meeting adjourned at 2:14 p.m. with announcements.