

12-12-2018

Faculty Senate Minutes December 2018

UNO Faculty Senate

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Wednesday, December 12, 2018, 2 p.m., CEC 230/231

Present: Adidam, Anderson, Arbelaez, Barone, Bereitschaft, Boron, Cast-Brede, Cooper, Davidson, Garcia, Grams, Hale, Huq, Johnson, Kealey, Kelly, Logsdon, MacArthur, Nash, Podariu, Randall, Schaffer, Sharif-Kashani, Surface, Tisko, Winter, Woody, Zhong

Excused: Blankenship, Davidson, DeSanti, Prisbell, Qureshi, Stacy, Tiller

Absent: Guerra, Landow, Lee, Peterson, Rowe

Presentation & Guests: OneIT

- Mark Askren;
 - Bret Blackman, AVC for IT, Chief Information Officer;
 - Jaci Lindburg, IT Academic Technology;
 - Tomm Roland, Prof. Music)
 - Paul Davis, Assoc. Prof. Biology;
 - Dave Nielsen, Asst Dean CBA;
 - Bob Goeman, Exec. Dir. IT Client Services)
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I. The meeting was called to order at 2:30 p.m. by President Kelly.

II. The Minutes of November 7, 2018, were approved as submitted.

III. Officers' Reports

A. President's Report: Senator Kelly sent the following to all UNO faculty:

1. Faculty colleagues,

Hello again! I hope this is a happy and productive time of the year for all of you. I encourage you to work with our students and staff towards a successful completion to the Fall semester. I also encourage you to reach out to me if there are any questions or concerns that you have at this busy time of the year.

First, to update you on faculty website hosting capabilities. The UNO Web Teams (a combination of Information Technology Services and University Communications Digital Communications teams) have collaborated with Academic Affairs and the Colleges to work with faculty on improving integration and design of the Profile Page templates on unomaha.edu. The project pulled in faculty feedback on fields within the Digital Measures tool that could be automatically synced and published to a professor's page. These profile templates are also used by a variety of units for staff and student profiles; however, Digital Measures data is only used for faculty, so the biggest enhancements will help faculty keep and update their profiles. The new page format went live on **November 28th**. It is hoped that with this update, faculty will be able to control

more of their profile without having to notify web leads within their college to be able to add things like publications and research. At the same time, users will be able to find detailed information on faculty around their research interests and teaching so that they can help find a potential match as a prospective students, especially graduate students, as well as potential faculty and other staff searching to come to UNO.

A second concern arose regarding the oneIT request handling/ticketing system. I have asked Bret Blackman, the Associate Vice President for IT at the University of Nebraska and the Chief Information Officer at the University of Nebraska at Omaha, to discuss any changes to how these requests are handled. As before, IT Requests begin with the IT staff in each individual college. Bret will outline this process and answer any questions at our December 12th Faculty Senate meeting at 2PM., CEC 230/231.

The Strategic Planning Committee met November 16th. The UNe plan working group, led by Kerestiena Dodge, is looking at more reporting format options to expand engagement at all levels. The Metrics group, led by Hank Robinson, is looking at leading indicators with the greatest potential of maximizing improved retention rates. A working group has been established to study mid-term grading follow-up; this group met November 29th to begin identifying best practices. Two groups (SWOT, led by Dan Shipp and Combined Meetings, led by Sara Woods) are focused on strategic thinking. A joint meeting is set for January 11th, including Strategic Planning Steering Committee members, Deans, and members of the Chancellor’s cabinet.

The Facilities Planning Committee met November 19th. In all \$500 million of projects since 2007 have been built (on Dodge Campus, Scott Campus, Center Campus, Glacier Creek Preserve, or other) on 651.0 total acres. Among ongoing projects are the Durham Science Center renovation, the Strauss Performing Arts Center addition and renovation, the Biomechanics Research Building addition, and the Arts & Science Hall renovation. Future development includes the Weber Fine Arts expansion, renovation and repurpose of CPCACS, Allwine Hall, and Eppley Administration building, Peter Kiewit Institute addition, and new Center Campus Athletic Facilities.

Finally, the UNO Faculty Senate is exploring the feasibility of shuttle service between UNO and UNMC. Many faculty have raised this issue, given the premium of parking spaces on both campuses and the lack of dedicated Metro bus stops on each campus. One possible solution would be to add one or two UNMC stops to one of the existing UNO shuttle routes.

Please feel free to contact me anytime if you have questions. You can reach me by phone at 4-4124 or by email at cmkelly@unomaha.edu.

Best wishes.

2. Board of Regents’ Meeting: December 4, 2018

It was announced that UNO’s Durham Science Center will be renovated.

B. Secretary/Treasurer Report: Senator Stacy reported

1. EC&A: No Meeting was held in November.

**2018-2019 Resolution Action Table
(Action Pending and Current Resolutions)**

Res.	Date	Title	Admin	Sent for	Denied/	Final Action/Resolved
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Faculty Senate Minutes – 12/12/18

#	Senate Passed		Accept	Senate Action	Deferred/ In Progress	
4358	11/14/18	Parking Appeals Committee Membership				
4357	11/14/18	Faculty Rep for an RFP for the Student Center Business Office				
4356	11/14/18	Replacement on University Committee on Technology Resources & Services				
4355	11/14/18	Replacement on University Committee for the Advancement of Teaching (UCAT)				
4354	11/14/18	Support of the University of Nebraska FY19-21 Appropriations Request				
4353	11/14/18	Resignation and Replacement of Tammie Kennedy, A&S Senator				
4352	11/14/18	Resignation and Replacement of Tomm Roland, CFAM Senator				
4351	11/14/18	Approval of the STEM Teaching, Research, and Inquiry Based Learning Center (STEM TRAIL Center)				
TO BE FOLLOWED UP						
CARRIED FORWARD						

2. Treasurer's Report: Senator Stacy gave the November 2018, budget report.

IV. Executive Committee Report: Senator Barone

Due to President George H.W. Bush's memorial service, and President Trump calling for a federal holiday, no meeting was held and there is no report.

V. Standing Committee Reports

A. Committee on Academic and Curricular Affairs: Senator Kealey reported

The Committee met November 28, 2018.

Present: Senators MacArthur, Woody, Hale, Schaffer, Kealey

Absent: Senator Randall

Item 1: Review of a proposal for the creation BA/BS in Medical Humanities. Dr. Timi Barone, Dr. Melissa Berke and Steve Langan attended to answer questions and provide additional information about the proposal.

The committee had a lively discussion about the proposal. All committee members present were in favor of the notion that students benefit from increased exposure to the Humanities. There were two concerns. First, the motivation for the proposal relied heavily on evidence that society as a whole and individual physicians and other healthcare professions benefit from a thoughtful and careful exposure to the Humanities during their undergraduate pre-professional training. Most of the programs highlighted in the proposal have successfully integrated the Humanities major with the pre-professional course work that students aspiring to matriculate to medical or other healthcare related professional program. It was the opinion of at least one on the committee that this proposal could be strengthened by making it clearer how UNO pre-medical students could navigate the curriculum and the personal and/or professional benefits they would gain from majoring in the Medical Humanities.

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Senator Kealey moved the following resolution for the Committee:

**RESOLUTION 4359, 12/12/18: Approval of the BA/BS degree in Medical Humanities**

**WHEREAS** faculty within the College of Arts and Sciences (A&S), in collaboration with faculty within the College of Communication, Fine Arts and Media (CFAM), have proposed to create a BA/BS degree program in Medical Humanities to begin in August 2019, and

**WHEREAS** the proposal demonstrates the necessity for the first interdisciplinary Medical Humanities major in Nebraska to parallel the exponential growth of such programs nationally, and

**WHEREAS** the proposal adequately explains how the humanistic skills learned in the new program will be essential for not just medical students, but also other health care workers, such as nurses, home health caregivers, occupational therapists, physical therapists, physician assistants, and dentists, and

**WHEREAS** the Academic & Curriculum Committee (ACA) suggests the proposal place an even greater emphasis on the possible curricular path for pre-medical students and how a degree in medical humanities can benefit them personally and professionally, and

**WHEREAS** the ACA recommends the proposal be strengthened by broadening the language from a focus on how the Medical Humanities major will help students foster the development of “empathy” to how other aspects of humanism can be incorporated into clinical contexts and,

**WHEREAS** the proposal has gained widespread support from faculty and administrators across the university, especially from within A&S, CFAM,

CPACS, and Education, as well as from UNMC and community partners. Furthermore, as indicated by a survey of students minoring in Medical Humanities, the new major is expected to attract a substantial number of students, and

**THEREFORE, BE IT RESOLVED** that the UNO Faculty Senate, with the above matters being taken into consideration, does hereby approve the proposal for the creation of a BA/BS degree program in Medical Humanities.

The resolution passed.

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Item 2: Review of a proposal for the creation of a Center for Professional Sales. Dr. Shannon Cummins attended the meeting to answer questions about the proposal.

This proposal describes the work that has been done by Dr. Cummins to set the stage for the creation of a Center for Professional Sales (CFP). A number of significant local employers have provided initial funding and professional support for the ongoing and anticipated programs to be offered and managed by the CFP. The only concern raised by the committee related to the elasticity of the programming in response to variability in outside funding. Dr. Cummins described how the core programming is primarily faculty driven and thus not significantly dependent on external funding. Dr. Cummins also noted that the activities of the CFP are easily modifiable in response to funding levels.

Based on our review of the proposal and the responses of Dr. Cummins the Academic and Curricular Affairs Committee brings forth the following resolution in support of the proposal:

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Senator Kealey moved the following resolution for the Committee:

**RESOLUTION 4360, 12/12/18: Approval of the Center for Professional Sales**

**WHEREAS** faculty from the College of Business Administration have brought forward a proposal to create a Center for Professional Sales, and

**WHEREAS** the proposal has carefully documented how a center designation has the strong support of local constituencies, has programs designed to benefit current and future students from the College of Business Administration and students from all other Colleges of the University of Nebraska at Omaha as well as providing new opportunities for students (and faculty) to engage with professionals in the field of sales from the local and national business community, and

**WHEREAS** the center meets the established criteria put forth by the University of Nebraska for the classification/designation as a center, including a uniqueness constraint within the NU system, and

**WHEREAS** the proposal documents that access to critical resources to advance the exposure of our students to the most current research, broad resources and unique learning opportunities is only possible if the University is an accredited

member of the University Sales Center Alliance (USCA). Full membership in the USCA is only available to university programs that include a Center as described in the proposal, and

**WHEREAS** the CFP has the support of the Chairs of the Management and the Marketing and Entrepreneurship departments as well as the Dean of the College of Business Administration,

**THEREFORE, BE IT RESOLVED** that the UNO Faculty Senate, with the above matters being taken into consideration does hereby approve the proposal.

The resolution passed.

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Item 3: The committee had some discussion about our specific role with respect to the proposals that come before us seeking an endorsement from our committee and the Faculty Senate. Clearly these proposals already have the support of the faculty behind the proposals and the campus leaders in their chain-of-command. By the time they have reached the committee they have been scrutinized by multiple levels of approval. Some wondered the consequence of voting against or delaying the approval until issues raised by the committee have been addressed. Some members of the committee observed that we need to presume that our colleagues and their leadership have made the best set of choices with respect to the proposals and thus our advisory role is to provide constructive feedback and/or highlight issues we believe may be raised by other stakeholders and suggest these be considered before the proposal moves through the approval process.. At least one member of the committee wondered if that were the case is there any substantive value to this process. This is important because our purpose determines our effort. If we are to scrutinize these with a neutral position and make an independent/ separate determination of their worth we would invest significantly more time than if our role is advisory only.

Item 4: We had some discussion of the need for a policy to clearly establish the rights of students to seek accommodation around class activities (assignments, attendance and examinations) that are scheduled and conflict with important religious observations. There is still some uncertainty with regards to the need for this but the committee agreed that Burch Kealey will continue to review policies used by other universities and take up the discussion again at our January meeting.

PENDING:

1. **Early College High School**
2. **Plagiarism**
3. **Student Evaluation Responses**

B. Committee on Educational Resources & Services: Senator Surface reported no meeting/no report.

PENDING:

1. **Payroll Deduction for Paul Beck**

- ~~2. Accessibility to IT classroom equipment~~
(12/12/18 Full senate noted this has been resolved.)
- ~~3. Educational Resources/Accessibility Services:~~
(12/12/18 Full senate noted this has been resolved.)

C. Committee on Faculty Personnel & Welfare: Senator Huq reported the Committee met December 3, 2018.
Senators Present: Claudia Garcia, Ziaul Huq, Ramon Guerra, Marshall Prisbell, Dale K. Tiller
Absent: Paul Landow

Members present discussed the exorbitant fee structure of TIAA-CREF and Fidelity Investment, the vendors that manage our retirement funds. For most stock mutual funds the service fee they charge range between .4 percent to above 1 percent, these higher rates when compounded over a number of years amount to a substantial sum that get subtracted from our nest eggs. Although money market and bond funds have a much lower fee structure, compared to stock mutual funds they grow very slowly and have lower risk. Given that there are only two vendors providing this investment service, we lose a substantial sum through high fees from what we gain by higher return from Stock mutual funds. The committee feels that it is a major faculty welfare issue, and as part of shared governance brings the following resolution for Faculty Senate vote.

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Senator Huq moved the following resolution for the Committee.

**RESOLUTION 4361, 12/12/18: Request Central Administration to Increase the Number of Providers of Retirement Account Service that are More Cost Effective in Their Stock Mutual Fund Fee Structure.**

**WHEREAS** UNO faculty and employees have the option to invest their retirement funds, i.e. 401A, 401B, etc. in bond, money market, and stock mutual funds offered by TIAA-CREF and Fidelity investment, and,

**WHEREAS** these two investment companies are the only choices available to UNO faculty and employees, and,

**WHEREAS** stock mutual funds, requiring higher risk tolerance, offer the greatest potential for profit and growth in the retirement funds of the UNO faculty and the employees, and,

**WHEREAS** TIAA-CREF and Fidelity Investment both charge exorbitant rates, ranging from an annual rate of .4 percent to over 1 percent of the total amount invested in a particular stock mutual fund, and,

**WHEREAS** these higher rates when compounded over many years amount to a substantial sum that gets subtracted from our nest eggs, keeping the fees down can be just as important as investment gains for getting ahead in the long run,

**THEREFORE, BE IT RESOLVED**, with the above facts taken into consideration, the Faculty Senate requests the central administration to expand the



number of purveyors of retirement account service that are more cost effective in their stock mutual fund fee structure, and thereby enable faculty and employees of UNO to take better decisions in terms of their risk/reward tolerance.

The resolution passed.

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The committee also discussed the pending issues:

Wellness fee: Nothing is changed since our last meeting. Hopefully, some decision will be made about it in Spring, 2019, and according to Mr. Joe Kaminski and Ms. Esther Scarpello we may look towards Fall, 2019 for any resolution.

Faculty/staff safety process: Senator Huq talked with Dr. Gina Toman, Assistant to the Senior Vice-Chancellor. Most of the information, i. e., Ombudsperson, EAP person, counseling, BRT, what information is confidential, etc. are available in the “Faculty Resources” link in the Center for Faculty Excellence (CFE) website. What we need to do is make them more transparent and easy to find. Senator Huq will convey that to Dr. Toman.

Server for Personal Web pages: Appears that lot of effort is being put to get the server back for supporting personal web sites.

Accessibility to classroom IT equipment: The committee needs more information on how it became an issue to be resolved. Senator Prisbell things that it is a resource issue, if funds are available then an integrated classroom IT equipment can be purchased to resolve the challenges faced by faculty.

PENDING:

1. **Wellness Fees**
2. **Faculty/Staff Safety Processes.**
3. **Server for Personal Web Pages**
4. **Accessibility to Classroom IT Equipment**
5. **The fee structure of TIAA-CREF and Fidelity Investment, the vendors that manage our retirement funds**

D. Committee on Goals and Directions: Senator Bereitschaft reported the Committee met November, 28 2018.

Present: Senators Bereitschaft, Arbelaez, Stacy, Tisko, Logsdon

Absent/Excused: Senator Sharif-Kashani

Dr. Jane Meza, AVC of Global Engagement, was not able to join the meeting as planned. Hopefully we can talk with her at our next planned meeting in January.

Instead, the committee discussed the requirements and guidelines of the Nebraska Environmental Trust, a potential source of funding for solar energy at UNO.

Committee members have begun collecting feedback from faculty on how solar energy arrays might be used for teaching and/or research. Most of the interest so far has been related to teaching in classes pertaining to energy, the environment and sustainability. The committee is confident that it can at least contribute to a grant proposal.

Senator Arbelaez brought to our attention the recruiting fair put on by UNL at the Baxter Arena Sunday, Nov. 18. The event was covered by the Omaha World Herald. UNL offered \$1,000 scholarships to “students with unusual talent.” The committee questions why campuses within the same system should be “poaching” potential high-performing students from other campuses.

PENDING:

- 1. Facilities Planning and Faculty**
- 2. Solar Panels at UNO**

E. Professional Development: Senator Boron reported the Committee met on Wednesday, November 28, 2018.

In attendance: Senators Boron, Cast-Brede, DeSanti, Podariu

Excused: Senator Winter

Absent: Senator Cooper

- 1. Retirement preparation:** We will invite recent retirees/those planning to retire to discuss our lists to ensure we haven't missed anything. We anticipate invitations to our January meeting and will then finalize the list in February.
- 2. Faculty webpages:** The MavDaily announcement highlights the planned changes for digital measures: https://www.unomaha.edu/news/2018/11/profile-page-enhancements-help-faculty-showcase-publications-more.php?utm_medium=email&utm_source=newsletter&utm_campaign=mavdaily&utm_content=today

We need to know from senators any remaining issues. Some have suggested the want/need for a UNO-based URL, storage space for large files, and/or UNO branding.

Input at the faculty senate meeting is specifically requested in order for our committee to work on this issue further.

- 3. Faculty Development Leave:** Input from the faculty senate is requested regarding needs. It seems faculty know where to access application information – is a consistent location across colleges necessary? Development of a rubric for scoring seems difficult to implement university-wide – do faculty understand why they were/were not awarded?
- 4. Loss of information from electronically delivered course evaluations:** Hank Robinson has been contacted and we are awaiting a response.

PENDING:

- 1. Faculty Professional Development Leave policies/procedures:**
- 2. Creation of an Easily Found List of What Retiring Faculty Need to Know**
- 3. Distribution of Student Evaluations**
- 4. Student Evaluations Response Rate**
- 5. Faculty Personal Web Pages on the UNO Website**

(12/12/18: Should this be also be sent to the Technology Resources, Services & Planning Committee? Also needed is how to link outside the page and who does server support.)

F. Committee on Rules: Senator Johnson reported that the Committee is working on filling the two vacancies listed in the resolution in “Pending.”

PENDING:

- 1. RESOLUTION: UCRCA (University Committee on Research & Creative Activity)**

BE IT RESOLVED as Benjamin Steiner has had to resign from the UCRCA, the

following name go forward to complete the term, from 08/1/18 through 07/31/21:

_____, CPACS (to replace Benjamin Steiner).

BE IT ALSO RESOLVED as Chin-Chung (Joy) Chao has also had to resign from the UCRCA, the following name go forward to complete the term, from 08/1/16 through 07/31/19:

_____, CFAM (to replace Chin-Chung [Joy] Chao).

VI. Ad hoc Committees

A. UNO-UNMC Faculty to Faculty: Senator Kelly reported the Committee met November 28, 2018.

1. UNO students not in clinical classes at UNMC are no longer required to get immunizations.
2. A UNO/UNMC shuttle service continues to be explored. Right now, at \$9,000 per month, it would be too expensive.

VII. Non-Senate Committee Reports

A. University Athletic Committee: Prof. Adam Tyma wrote the Committee met November 26, 2018, and discussed the following:

1. The Institutional Performance Plan Self-Study was updated to ensure that the reporting in the study was accurate.
2. Both Compliance and Policy and Procedures standing items were updated.
3. There was a conversation regarding absence policy for student athletes. The Committee is wondering if the Faculty Senate policy language could be forwarded through me to the committee so that it can be reviewed since the university has moved from Division 2 to Division 1 athletics.

The next meeting will be happening in the Spring.

VIII. Unfinished Business

A. Faculty Senate President-Elect Nominations, and Election

- Senator Burch Kealey nominated Senator Bob Woody.
- Senator Surface nominated Senator Matt Hale.
- The ballots were collected and tallied. Senator Hale won the election and the following resolution was passed by the Faculty Senate.

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**RESOLUTION 4362, 12/12/18: Faculty Senate President-Elect**

BE IT RESOLVED that Senator Matt Hale has been elected President-Elect by the UNO Faculty Senate.

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IX. New Business

A. Concern of University closure last Wednesday for former President George H.W. Bush’s memorial service.

There were quite a few complaints about the closure. There were also questions asked as to whether guidelines were followed. President Kelly will check this out and report back in January 2019.

(As there were no objections, President Kelly handed the gavel to Vice President Barone, in order to bring up the following.)

B. Mail Services Now Under UNMC: Senator Kelly reported that the UNO and UNMC mailrooms have been combined at the UNMC mailroom. Mail delivery is now only once a day. The UNO mailroom window is only open from 11 a.m. to 3 p.m. This item was sent to the ER&S Committee.

(There were again no objections, so the gavel was returned to President Kelly.)

C. Statistics for Faculty Senate Elections

The statistics were approved for the upcoming election for all Colleges.

X. The meeting adjourned at 3:49 p.m. with announcements.

XI. Announcements

A. EC&C Mtg: Wednesday, January 9, 2019, 2 p.m., ASH 196

B. UNO Winter Holiday Open House: Wednesday, January 9, 2018, 3-5 p.m., MBSC Ballroom

C. Faculty Senate Mtg: Wednesday, January 16, 2019, CEC 230/231

(Presentation: Barb Pickering, “Engaged Scholars Transcript designation”)

D. Faculty Senate/SAC Awards Dinner: April ~~15~~ tba, 2019, evening

Schedule for 2018-2019	
EC&C Meetings (Usually 1 st Wednesday of month)	Faculty Senate Meetings (Usually 2 nd Wednesday of month)
June 6	June
*July 11	July
*August 1 or 8	August 15, 2018 (Retreat) (3 rd Wednesday) (Classes begin 8/20/18)
September 5	September 12
October 3	October 10
November 7	November 14
December 5 (Prep Week)	December 12 (Finals Week) (Commencement 12/14)
January 9, 2019 (Semester Begins 1/7/18)	January 16
February 6	February 13
March 6	March 13 (Spring Break 3/17-24)
April 3	April 10
May 1 (4/29 – 5/2 Finals) (Commencement 5/3)	May 8

