

2-13-2019

## Faculty Senate Minutes February 2019

UNO Faculty Senate

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Wednesday, February 13, 2019, 2 p.m., CEC 230/231

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**Members:** Adidam, Arbelaez, Barone, Bereitschaft, Boron, Cast-Brede, Cooper, Davidson, DeSanti, Garcia, Guerra, Hale, Huq, Johnson, Kealey, Kelly, Kilinc, Logsdon, Nash, Peterson, Podariu, Qureshi, Schaffer, Schoenbeck, Sharif-Kashani, Stacy, Surface, Tisko, Winter, Zhong

**Excused:** MacArthur, Prisbell, Randall, Tiller, Woody

**Absent:** Anderson, Lee, Rowe

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**I. The Meeting was called to order** by President Kelly at 2:09 p.m.

**II. The Minutes** of January 9, 2019, were approved.

**III. Officers' Reports**

**A. President's Report:** Senator Kelly wrote to the faculty:

Faculty colleagues,

Hello again! It has been a busy start of the year and I hope it has been a good one for you.

One of my priorities is addressing questions and concerns with the University's new health insurance policy. One pattern I have seen is patients having to change providers, or pay high out-of-pocket costs, because their providers are out-of-network. If you are affected by these or other changes, please let me know so that we can work with the University's Human Resources officials to address them.

Thank you to everyone who participated in the UNO/Gallup focus groups on campus climate on January 24<sup>th</sup>. Participants in all three groups (students, staff, and faculty) were very open to share ideas and offer input. Those of us who led the focus groups will now review the transcriptions, identify key themes, and develop a report that summarizes these themes and offers next steps based on our findings.

The Faculty Senate has requested Central Administration to increase the number of providers of retirement account service that are more cost effective in their stock mutual fund fee structure. Doug Ewald, Vice Chancellor for Business, Finance, and Business Development, will take up this issue when he and the other CBOs in the NU system meet on February 14<sup>th</sup>.

I attended the Board of Regents meeting on January 25<sup>th</sup>, along with the Faculty Senate presidents of UNK, UNL, and UNMC. In his meeting with the four of us, President Bounds updated us on the University's financial outlook. NU has a \$2.6 billion budget, but much of that money is restricted. Over 80% of the state-aided budget is spent on people and there has been minimal growth in employees. Nebraska provides less funding for facilities and less for financial aid than neighboring states. Further, NU is becoming a smaller share of state spending, with a \$1,000 decline in state funding per student FTE. Under LB944, each NU campus took a proportional share of budget cuts, with UNO's programmatic cuts totaling \$750,000. According to President Bounds, we have very limited options going forward.

We also met with Heath Mello, the Director of State Relations for the University. Heath anticipates a positive legislative session for the University, based on some of the new legislators and committee chairs, as well as the new legislation that has been introduced. Priority bills for the University concern: 1) the budget; 2) capital construction; 3) independence of the NU police department from the state police; 4) workforce development, specifically scholarship monies; and 5) development of the UNMC Pancreatic Cancer Center. Heath encourages our faculty to give testimony on these and other bills. He asks that when doing so to make a statement that we are not testifying on behalf of the University and to let him know before we testify. Please contact him at [hmello@nebraska.edu](mailto:hmello@nebraska.edu).

The Board of Regents meeting was also an historic occasion, as for the first time, the Board included two women, Elizabeth O'Connor (District 4) and Barbara Weitz (District 8). Both Regent O'Connor and Regent Weitz are UNO graduates; Regent Weitz is a longtime UNO faculty member in the Grace Abbott School of Social Work and the catalyst behind the Barbara Weitz Community Engagement Center.

The Search Committee for UNO's new Senior Vice Chancellor of Academic Affairs also met on January 25<sup>th</sup>. Over 50 "persons of interest" have been identified by the firm Witt/Kieffer, which indicates a healthy interest in both the position and in UNO. The Committee's goal is to narrow this list to eight candidates by mid-February, with four finalists identified for on-campus interviews in early March.

Finally, I know that many faculty have been negatively impacted by the University's recent weather-related closures, particularly the half-day on Wednesday January 30<sup>th</sup>, which caused many faculty to change their plans, including those with afternoon courses. For those of you with questions about the weather policy, or any other concerns, please email me at [cmkelly@unomaha.edu](mailto:cmkelly@unomaha.edu).

My continued best wishes to you all. It is an honor to represent you.

President Kelly also reported that a program for membership in the UNO Recreation Center is \$50 for 3 time options. He thanked Laura Grams, Griff Elder, and SAC for their work on this.

## **B. Secretary/Treasurer Report:** Senator Stacy reported

### 1. **EC&A** met January 23, 2019

- a. **Academic Integrity Policy** – The University Catalog has a link for the Academic Integrity Policy. It was suggested to make the site "static."
- b. **Health Insurance Change and Issues** –Chancellor Gold is committed to eliminating disruption of care. It is illegal to employ outside of network medical providers at in-network clinics. Employees should report the use of any out of network providers at in-network clinics to Human Resources.
- c. **Enrollment** – Chancellor Gold provided good news about enrollment figures. Spring enrollment is down 1.9% compared to the decrease in the fall of 2.1. % compared to Fall of 2017. This reduction in the enrollment from 2.1% to 1.9% resulted in a saving of \$600,000.
- d. **Faculty who Publish their Own Textbooks.** It was reported that some students in the system, in some classes are required to purchase textbooks authored by the professor of the class. There is a Board of Regents policy that outlines the regulation. It is not known how closely we follow the policy. It was suggested that the policy be promulgated by the UNO colleges.
- e. **Medical Humanities Major** – The new major has been approved by the Chief Academic Officer, Academic Affairs, and the full Faculty Senate Board.

It should fly next fall.

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

<b>Res. #</b>	<b>Date Senate Passed</b>	<b>Title</b>	<b>Admin Accept</b>	<b>Sent for Senate Action</b>	<b>Denied/Deferred/ In Progress</b>	<b>Final Action/Resolved</b>
4363	1/16/19	<b>UCRCA (University Committee on Research &amp; Creative Activity)</b>	1/2019			Acknowledged
4362	12/12/18	Faculty Senate President-Elect Matt Hale	12/2018			Acknowledged
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.	12/13/18			Mr. Doug Ewald, VC for Business Finance & Business Development, to work with you and your Faculty Senate colleagues to better understand the challenges and opportunities in the area of retirement account services and to see what can be done to create the most cost-effective structure.
4360	12/12/18	Approval of the Center for Professional Sales	12/13/18			Acknowledged
4359	12/12/18	Approval of the BA/BS degree in Medical Humanities	12/13/18			Acknowledged
4358	11/14/18	Parking Appeals Committee Membership	11/26/18			Acknowledged
4357	11/14/18	Faculty Rep for an RFP for the Student Center Business Office	11/26/18			Acknowledged
4356	11/14/18	Replacement on University Committee on Technology Resources & Services	11/26/18			Acknowledged
4355	11/14/18	Replacement on University Committee for the Advancement of Teaching (UCAT)	11/26/18			Acknowledged
4354	11/14/18	Support of the University of Nebraska FY19-21 Appropriations Request	11/26/18			Acknowledged
4353	11/14/18	Resignation and Replacement of Tammie Kennedy, A&S Senator	11/26/18			Acknowledged Acknowledged

4352	11/14/18	Resignation and Replacement of Tomm Roland, CFAM Senator	11/26/18			Acknowledged
4351	11/14/18	Approval of the STEM Teaching, Research, and Inquiry Based Learning Center (STEM TRAIL Center)	11/26/18			Acknowledged Acknowledged
<b>TO BE FOLLOWED UP</b>						
<b>CARRIED FORWARD</b>						

**2. Treasurer’s Report:** Senator Stacy gave the January 2019 Budget Report.

**IV. Executive Committee Report:** Senator Barone

Senator Baron moved the following two resolutions (A1&B). Both passed.

**A. Revision of UNO Faculty Senate Constitution & Bylaws Committee:** Senator Kelly

**1. RESOLUTION 4364, 2/13/19: To Revise UNO Faculty Senate Constitution & Bylaws**

**BE IT RESOLVED** that the UNO Faculty Senate revise its Constitution and Bylaws.

**ALSO, BE IT RESOLVED,** that the following be named members of the Committee:

- Robert Nash, Chair
- Chris Kelly
- Laura Grams
- Timi Barone
- Richard Stacy
- Matt Hale
- Sue Bishop
- Jim Carroll, Ex Officio.

**2.** There was a suggestion for a change to sitting out a year after serving a full term on the Senate. The Chair of the Revision Committee duly noted the suggestion and will bring it to the Committee. Any other suggestions should also be brought to the attention of the Revision Committee.

**B. RESOLUTION 4365, 2/13/19 for Newly Elected Senators (term: 2019-2022)**

**BE IT RESOLVED** the following have been elected to the UNO Faculty Senate by their colleges (term: 2019-2022)

College of Arts & Sciences (3)

Janice Rech

	Harmon Maher Charles King
College of Business Administration (2)	David Volkman Liz Wessling
College of Communication, Fine Arts & Media (2)	David Helm Howard Paine
College of Education (2)	C. Elliott Ostler Derrick Nero
College of Information Science & Technology (1)	Harvey Siy
Criss Library (1)	James Shaw
College of Public Affairs & Community Service (0)	xxxxx
External NU Faculty (1)	Chungwook Sim



**V. Standing Committee Reports**

**A. Committee on Academic and Curricular Affairs:** Senator Kealey reported the Committee met January 30, 2019.

Present: MacArthur, Kelly; Woody, Robert; Randall, Amanda; Schaffer, Connie; Kealey, Burch

Excused: Hale, Matt

Item 1: We had a brief discussion of the role of the committee with respect to the review of programs and other proposals. The committee has roughly determined that it is probably in the best interest of the committee to focus on how these proposals might affect faculty who are not part of the proposal. A key presumption is that these proposals have been scrutinized by many other constituents before they arrive at the committee and thus it is probably not necessary to delve deeply into the proposals.

Item 2: We have had a charge to review/consider the impact or consequences of a program Millard Public Schools has developed with Metro Community College (MCC). Students who successfully complete the program earn an Associate’s Degree from MCC. According to the program website – Students may transfer this degree to the University of Nebraska-Omaha to fulfill many of the general education requirements for a Bachelor of Arts Degree. We discussed the importance of trying to develop a plan to identify and track outcomes related to these students. Since the first cohort will not graduate until May 2019 there is little that can be done yet. However the committee will continue to explore and focus on the development of some process by which the success of these students can be measured. We have identified contact persons in MPS and have found one articulation schedule between MPS courses and the degree at Metro. We have sent an email out seeking some clarification. For example the articulation schedule available

on the web suggests that 11<sup>th</sup> grade English maps to 2 courses at Metro. We have sought clarification as to whether or not this is the same 11<sup>th</sup> grade English completed by all juniors in MPS or if it has been somehow enhanced for the purposes of this articulation agreement.

- Item 3: We continue to discuss a plan to gain access to NSSE data regarding timely feedback. Dr. Robinson of the Office of Institutional Effectiveness has indicated that there are still some minor issues with the display and access of this data. He seemed to indicate that once those issues have been resolved we should be able to have some type of access to this data. For background the NESAs survey indicates that many freshmen feel they do not receive adequate and timely feedback. This has been the subject of past communication from the Student Senate and the Committee. This committee asked for a question to be added to the NSSE instrument to try to get a better sense of how students perceive the feedback process.
- Item 4: We are still conducting research on whether or not there is some evidence that if a faculty member has assigned a grade to a student that grade is later changed without knowledge of the faculty member. This is evidently the heart of the plagiarism issue that was brought to the Senate and assigned to the committee. That is there have been some assertions that a faculty member might have assigned a grade to penalize a student for some infraction of their Academic Integrity policy and the student made an appeal without initiating the appeal through a faculty member. We have reached out to Senior Vice Chancellor Reed to collect information about University policies regarding grade changes.
- Item 5: We are consolidating two issues regarding SET. The first is the linking of specific comments to the scores on the instrument assigned by the author of the comment. The other is the overall administration and value of the SET. For the time being we are tabling the issue of linking comments to scores as we intend to take a broader view of the administration and value of the SET instrument. We had a wide ranging discussion. Some of the issues we discussed included the response rate problems. It is not clear that there has been a real gain by switching the administration of the SET to the online platform. While there are a number of anecdotes about how to increase the response rates the overall response rates seem to be going down. We have heard that faculty are to blame for the depressed response rates (one story is that lower response rates are associated with lower student satisfaction). These 'stories' do not seem well founded and individual faculty member have shared anecdotes describing their efforts to improve response rate with no real success. Another dimension of this problem is that there is a general dissatisfaction that these instruments are even used as a component of annual reviews or the RPT process. The committee has determined to continue investigating the process, the instrument and alternatives that have been implemented at other universities.
- Item 6: This issue is still hanging for the time being. 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**
4. **Proposals that come before us seeking an endorsement:**
5. **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:**

**B. Committee on Educational Resources & Services:** Senator Schoenbeck reported the Committee met in January.

Present: Schoenbeck, Zhong

Excused: Adidam, Davidson, Lee, Surface

No report, as there were only two members present so there was no quorum.

We did briefly discuss concerns associated with the assumption of mail services by UNMC, including concerns about the security of the pickup sites, some of which comprise open baskets in non-secured high-traffic areas. There was some discussion (via e-mail, prior to the meeting) about establishing the scope of what the ER&S committee should and should not be concerned with regarding mail services.

Also proposed via e-mail was that we should invite Jaci Lindburg to an upcoming ER&S meeting to explain the details of the "College Consortium."

I contacted accounting about the amount available in the Paul Beck Scholarship fund. They were not able to tell me before the meeting, and have not yet gotten back to me about it. There are two applications in the Faculty Senate office.

**PENDING:**

1. **Payroll Deduction for Paul Beck Scholarship**
2. **Mail Services Now Under UNMC**
3. **Research College Consortium**

**C. Committee on Faculty Personnel & Welfare:** Senator Huq reported the meeting was very short because we did not make quorum. Members present discussed sending a survey to UNO faculty to determine the important issues facing faculty welfare at UNO. The following simple open-ended questionnaire was composed to solicit ideas from UNO faculty. Committee members voted through e-mail to support this survey. The future course of action of our committee will be based on the outcome of this survey.

**Questionnaire**

*Dear UNO Faculty Member:*

*January 30, 2019*

*We, in our Faculty Personnel and Welfare committee (FP & W) of the Faculty Senate, are in the process of identifying issues that pertain to faculty welfare at the UNO campus. In the recent past we have addressed the following issues: Passed a resolution to increase the number of providers of retirement account service that are more cost effective in their stock mutual fund fee structure; Faculty wellness-based incentive program that would partially reimburse the cost*



*of a wellness/H & K membership based on usage and participation in specific wellness program elements; Faculty/staff safety processes; Server for Faculty personal Web pages, and accessibility to classroom IT equipment. If you have an idea on faculty welfare other than the ones mentioned above, we would like to hear from you.*

*Question: What would be a good project that pertains to faculty welfare at UNO?*

*Please give your reasons as to why this must be looked into:*

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There is no change in the pending issues, the committee intends to follow-up soon.

**PENDING:**

- 1. Faculty/Staff Safety Processes.**
- 2. Accessibility to Classroom IT Equipment**

**D. Committee on Goals and Directions:** Senator Bereitschaft reported the committee met January 30, 2019.

Present: Senators Bereitschaft, Arbelaez, Tisko

Absent/Excused: Senators Logsdon, Stacy, Sharif-Kashani

Dr. Jane Meza, AVC of Global Engagement, met with the committee to discuss new joint UNO-UNMC position. Some noteworthy takeaways from our conversation:

- Dr. Meza’s office (Global Engagement) now oversees UNO’s International Programs, formerly “International Studies & Programs.” International Studies, the academic program, has thus split-off and is currently housed in Arts & Sciences under the direction of Dr. Patrick McNamara (Political Science). International Programs coordinates international students and activities.
- Dr. Meza has been focused on expanding potential synergistic UNO-UNMC relationships in regard to international activities and programs. I.E., there are several countries/regions in which both UNO and UNMC have on-going activities and relationships that might benefit from heightened interaction (ex: China).
- President Bounds has not established specific regions as priorities for outreach, as was done in the past, which Dr. Meza believe provides greater flexibility.
- The number of international students is down slightly at UNO and NU system-wide. Dr. Meza suggested that this might be due to a combination of political climate, concerns over safety, and economic issues in home countries (such as lower gas prices affecting Middle East). UNO currently also has only one intl. recruiter but is in the process of hiring another (UNK has two, UNL several).
- Opportunities for partnerships south of border in Mexico and Latin America (including public health issues) not being fully explored but Dr. Meza will be looking into it.
- Some remote classroom partnerships have been facilitated by Zoom, allowing cross-cultural interactions without frequent travel, however partnerships with other countries often starts with interested faculty member making in-person visits and connections.
- The committee brought up some concerns with international students including English language deficiencies and academic integrity violations. Dr. Meza will be looking into both issues and how best to address them. She wasn’t sure if international students receive academic integrity training, but noted that they

often feel overwhelmed after arriving in US and may not be able to absorb everything covered in their initial day-long briefing.

- Faculty are encouraged to apply for “Globalizing the Curriculum” grants (\$5,000) to either revise or create a new course focusing on international issues (e.g., global health). Rolling due date, usually announced in the fall (MavDaily).
- There will be a speaker in April on inter-cultural competency.
- Questions can be sent directly to Dr. Meza (jmeza@unomaha.edu)

**PENDING:**

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

**E. Professional Development:** Senator Boron reported the Committee met January 30, 2019. In attendance: Senators Boron, Cast-Brede, Cooper, DeSanti, Podariu, Winter

1. **Retirement Preparation** – We met with a faculty member currently on phased retirement and got input from a faculty member who has recently completed phased retirement. We are working to draft our lists and hope to have them for review at the next meeting.
2. **Faculty Webpages** – An email went out to all deans on Friday, February 1, 2019 regarding this issue. Please see attached PDF.
3. **Student Evaluation Response Rate** – We have been referred to another office to get more information on whether response rates are being used as an indicator of student engagement by faculty members.

**PENDING:**

1. **Faculty Professional Development Leave policies/procedures**
2. **Creation of an Easily Found List of What Retiring Faculty Need to Know for Retirement**
3. **Distribution of Student Evaluations**
4. **Student Evaluations Response Rate**

**F. Committee on Rules:** Senator Johnson

**PENDING:**

Vacancies to be filled on:

1. Campus Policy Coordinating Commission
2. Professorship Committee

**VI. New Business**

**A. Involvement in Policies (like IT)**

The Senate recommended that it have some involvement in policy making, as in IT Policies. They would like to investigate, engage with people who make policies, like IT, and get that information back to the Senate as quickly as possible. The policies should be technology neutral.

The Senate passed this to the Rules Committee.

**VII. The meeting adjourned** at 2:52 p.m. with announcements.

**VIII. Announcements**

- A. **Faculty Senate Mtg:** Wednesday, February 13, 2019, 2 p.m., CEC 230/231
- B. **EC&A Mtg:** Wednesday, February 20, 2019, 2 p.m., EAB 200
- C. **EC&C Mtg:** Wednesday, March 6, 2019, 2 p.m., ASH 196
- D. **Faculty Senate Mtg:** Wednesday, March 13, 2019, 2 p.m., ASH 196
- E. **Faculty Senate/SAC Awards Dinner:** Thursday, April 4, 2019, evening

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