

3-13-2019

Faculty Senate Minutes March 2019

UNO Faculty Senate

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Wednesday, March 13, 2018, 2 p.m., ASH 196

Members: Adidam, Anderson, Barone, Bereitschaft, Boron, Cast-Brede, Cooper, DeSanti, Garcia, Hale, Huq, Johnson, Kelly, Logsdon, Nash, Peterson, Podariu, Qureshi, Randall, Schaffer, Schoenbeck, Sharif-Kashani, Stacy, Surface, Tisko, Winter, Woody, Zhong

Excused: Davidson, Guerra, Kealey, Prisbell

Absent: Arbelaez, Kilinc, Lee, MacArthur, Rowe, Tiller,

Presentation: Laura Wakefield, Manager of Employee Relations, Development, & Recruiting.
“Faculty/Staff RESPECT Survey.”

I. The meeting was called to order at 2:22 p.m. by President Kelly.

II. The Minutes of February 13, 2019, were approved as submitted.

III. Officers’ Reports

A. President’s Report: Senator Kelly sent the following letter to all UNO faculty.
Faculty colleagues,

Hello again! I hope this message finds you well. Spring Break will soon be upon us, although the thermometer reading today may indicate otherwise. I would like to update you on a few pressing items.

We received good news from Chancellor Gold about enrollment. Spring enrollment is down 1.9% compared to Spring 2018. This is a slight improvement from the Fall, which saw a decrease of 2.1% compared to Fall 2017. This reduced drop in enrollment resulted in a savings of \$600,000. We continue to work with the Office of Institutional Effectiveness to explore ways to increase student retention.

Thank you to everyone who has shared with me questions about the University’s new health insurance policy as well as my friends and colleagues in Human Resources who have helped to answer some of these questions. A major concern for faculty and staff remains finding providers who are in-network. For those of you who would like to have your physician or provider join the UMR network, please use the form at the following site: <https://fhs.umar.com/print/UM0535.pdf>. For a searchable list of in-network providers, visit UMR’s dedicated University of Nebraska plan website:

<https://fhs.umar.com/oss/cms/styles/desktop/global/global/global/views/UniversityOfNEProviderSearch.html>. And if you have had bad experiences with the new insurance plan, please continue to contact me.

The Faculty Senate 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. I spoke with Doug Ewald, Vice Chancellor for Business, Finance, and Business Development; he informed me that Central Administration is exploring the possibility of adding another Fidelity fund under what they refer to as their “K-Class”. These funds, sometimes called “institutional funds” offer expense savings to institutional investors and qualified capital pools, like pensions and tax-deferred plans. With respect to overall fund administration, Central Administration is considering issuing an RFP for overall retirement plan administration in 2020. Any move could add to or replace the current providers (Fidelity and TIAA).

Many of you have already taken advantage of the pilot “Block Membership” program at Campus Recreation, which launched last month. In this program, eligible faculty and staff may select one of three time blocks as their membership choice: Option 1 (6AM-9AM, M-F); Option 2 (11AM-2PM, M-F); and Option 3 (4PM-7PM, M-F). Purchase of this membership option grants an individual access to Wellness Center programs and facilities during their selected time block. This membership option must be purchased for an entire semester at the price of \$50 per semester. Thank you to my past and present colleagues in Faculty Senate and on Staff Advisory Council for their time, effort, and support to make this initiative a reality, particularly to President Laura Grams and Senator Griff Elder.

Finally, the Search Committee for UNO’s new Senior Vice Chancellor of Academic Affairs conducted interviews with eleven candidates on February 25th and 26th. From that list, we have identified four finalists who will visit campus the week of March 11th-15th and the week of April 4th-8th. The UNO Office of University Communications will release additional information soon.

My best wishes to you all. It has been inspiring working with students, staff, and faculty. I admire your patience and resiliency during a time of uncertainty; it is a continued honor to represent you.

B. Secretary/Treasurer Report: Senator Stacy gave the following reports.

- 1. EC&A:** No Meeting was held in February due to weather.

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

Res. #	Date Senate Passed	Title	Admin Accept	Sent for Senate Action	Denied/Deferred/ In Progress	Final Action/Resolved
4365	2/13/19	Newly Elected Senators (term: 2019-2022)				
4364	2/13/19	To Revise UNO Faculty Senate Constitution & Bylaws				
TO BE FOLLOWED UP						
CARRIED FORWARD						

- 2. Treasurer’s Report:** Senator Stacy gave the February Budget Report.

IV. Executive Committee Report: Senator Barone reported the Executive Committee was busy tying up loose ends for the end of the 2018-2019 year in May. Standing Committee

chairs were asked to note what could be considered resolved.

Senator/President-Elect Hale suggested one goal for 2019-2020 be a change in report hierarchy of campus/university committees. He will more fully prepare this idea for the August Retreat.

V. Standing Committee Reports

A. Committee on Academic and Curricular Affairs: Senator Hale reported the Committee met February 27, 2019.

Present: Hale, Matt; Woody, Robert; Randall, Amanda; Schaffer, Connie;
Kealey, Burch

Excused: MacArthur, Kelly;

From PENDING:

~~1. Early College High School:~~ *(EC&C sent to A&CA 2/7/18)*

(3/6/19 The EC&C resolved this by putting it on the next EC&A agenda)

(Resolved 3/13/19)

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:

(2/27/19) There was not been any action on this item.

B. Committee on Educational Resources & Services: Senator Schoenbeck reported the committee met Wed. Feb. 27, 2019.

Present: Adidam, Davidson, Schoenbeck, Surface, Zhong.

Excused: Lee

The committee reviewed two applicants for the Paul Beck Memorial Scholarship. The committee will recommend that these applicants receive awards (one undergraduate, one graduate), but will also ask for the extension of the application deadline to March 20, 2019, in the hopes of receiving additional applications. The total amount available for awards is approximately \$5000. This will allow review of additional applicants at the end of March in time for a recommendation in April.

Jaci Lindburg has accepted our invitation to explain the nature of the proposed College Consortium at our March 27 meeting.

The committee reviewed concerns that have been expressed over changes in the campus mail service, and identified a legitimate concern: unsecured mail bins in high traffic areas. The committee will collect information about current standard practices and possible secure alternatives, and offer a recommendation subsequently.

PENDING:

1. Payroll Deduction for Paul Beck Scholarship *(2/7/18) (3/7/18)*

2. Mail Services Now Under UNMC

3. Research of College Consortium:

C. Committee on Faculty Personnel & Welfare: Senator Huq reported the Committee met on Feb. 27 in MH 303S.

Senators Present: Claudia Garcia, Ziaul Huq, Ramon Guerra, Marshall Prisbell,
Ramazan Kilinc

Excused: Dale K Tiller

Members unanimously elected Dr. Claudia Garcia as the Vice-Chair of the FP&W committee. The committee discussed the six responses received from the survey that was mailed to all UNO faculty. There were two responses that requested revamping of part-time faculty compensation and benefits, case was made about the fact that part-time faculty do not receive any raise although they may have worked for a long time for the university, and they do not receive any benefits at all. Suggestion was made to extend half-off tuition for children of part-time faculty and ability to buy into university health care plan would be nice. Committee felt that these are issues to be addressed by colleges and departments hiring the part-time faculty, and ultimately by the university central administration.

Another response that attracted our committee attention was the suggestion to look at Gender pay gaps within similar programmatic disciplines and across comparable disciplines. This is a pertinent issue that plague many institutions across our nation. It is only proper that there has to be fair and equitable pay for everyone. The committee considers that this is an issue to be addressed by AAUP, and will notify the faculty who brought it up to talk to the union.

One faculty member suggested that the Faculty Senate needs to overhaul the Professional Conduct Committee's mandate, policies, and protocols without giving any reasons as to why it should be done. We are going to ask him for his reasons, and we will forward his concerns to the appropriate committee (*Faculty Senate Constitution/Bylaws Revision Committee*). Another suggestion was made about tying up the faculty wellness-based incentive program with faculty professional development and alumni engagement work. Although the wellness program will have a benign effect on professional development, the committee could not figure out as to how this can be operationalized.

One faculty member brought forward an important issue that face mostly new faculty joining UNO. UNO's transition to web based performance appraisal system Digital Measures, and Concur for travel expense reimbursement has made life easier for some faculty who are computer savvy, and made faculty life a challenge for many that are new or are not good with computers. Among these two systems, Concur is the harder one to master. In some colleges there are administrative assistants who take care of faculty travel requests, and billing, however, not all departments within certain colleges have that support. Faculty in such departments have to do everything themselves. Although, there is help available if one can track down the right person in the Information Services department. The problem is, it is not readily apparent as to who is the right person to seek help from. The committee has decided to look into this matter to make the process of seeking that help more transparent, a little more user friendly.

PENDING:

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

D. Committee on Goals and Directions: Senator Bereitschaft reported the Committee met February 27, 2019.

Present: Senators Bereitschaft, Stacy, Logsdon

Absent/Excused: Senators Sharif-Kashani, Arbelaez, Tisko

The committee had a productive meeting with representatives from UNO & UNMC facilities as well as OPPD. The goal was to chart a path forward in bringing

solar power generation to the UNO campus.

Ken Hansen, AVC of Facilities at UNMC, shared experience funding 1,500-panel solar array on UNMC campus. They contracted OPPD (as part of an interlocal agreement) to work with a consultant to plan and install the array, suggested that UNO facilities may want to follow a similar approach. Funding was secured as a low interest loan (2%) through Metro Credit Union and the State Energy Office in combination with energy savings fund at UNMC.

John Amend, Asst VC & Director of FMP, shared with the group past and current reports and projects related to renewable energy. He also explained the process of developing infrastructure projects at UNO. Mr. Amend suggested avoiding financing the solar project if at all possible.

Nebraska Environmental Trust (NET) has been identified as a potential source of funding, though they highly encourage that any funds be matched. NET dollars have been used on campus to finance EV charging stations. Grants have been available totaling into the hundreds of thousands.

Pay-back period on solar array expected to be about 7-15 years. Most substantial benefits to the university, however, are likely to be enhanced educational and research opportunities afforded by an on-site solar project. Several faculty have been in contact with the committee and have expressed interest in using the array for teaching and research. UNO'S stature, brand and reputation as a leader in sustainability would also be raised by this effort.

Moving forward, Mr. Hansen and Amend will be in further contact with OPPD and the State Energy Office, and will consider scope and siting of the project. Ideally, the panels would be situated in a visible location that is also accessible to students and faculty. Mr. Hansen suggested going big with a 500 KW (\$1 million+) rooftop project similar to UNMC.

The G&D committee will further consult with faculty and research NET and other funding opportunities. UNO and UNMC facilities leadership will be in contact with the committee.

PENDING:

1. Solar Panels at UNO

E. Professional Development: Senator Boron reported the Committee met on Wednesday, February 27, 2019.

Present: Senators Boron, Cast-Brede, Cooper, DeSanti, Winter

Absent: Senator Podariu

We discussed our four remaining charges.

1. Faculty Personal Web-pages on the UNO Website

It seems that all faculty needs are still not being met, and the burden is being put on the faculty. We are going to try to get Brett Blackman to come to one of our committee meetings to work on this issue further. If senate committee members would like to send priority areas/questions, please send to jboron@unomaha.edu

2. Student Evaluation Response Rates

We received confirmation that response rates are not being used as a measure of student engagement, and are not used to make decisions or evaluate faculty (yearly evaluations or RPT) in regards to student engagement based on response rates. Thus, we would like to propose the following resolution:

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Senator Boron moved the following resolution for the Committee. It passed.

**RESOLUTION 4366, 3/13/19: Response Rates on Student Evaluations of Teaching Will Not Be Used as an Indicator of Student Engagement for RPT Decisions and/or Yearly Evaluations**

BE IT RESOLVED that response rates on student evaluations of faculty shall not be used as a measure of student engagement or play a role in personnel and merit decisions.

- 3. **Faculty Professional Development Leave policies/procedures**  
We have not received any more feedback on this agenda item and will thus consider it closed/completed.
- 4. **Creation of an Easily Found List of What Retiring Faculty Need to Know**  
We plan to draft a structure that should be housed on the HR website so that faculty may be able to easily find the information that we have collected.

**PENDING:**

- 1. **Creation of an Easily Found List of What Retiring Faculty Need to Know for Retirement**  
(4/11/18: Sent to PD Committee.)  
(11/14/18: Planned action steps: HR will look at the creation of a list for those planning retirement.)

**F. Committee on Rules:** Senator Johnson moved the following two resolutions for the Committee. Both passed.

**1. RESOLUTION 4367, 3/13/19: Professorship Committee**

BE IT RESOLVED, that, with the resignation of Gaylene Armstrong, the following faculty member will replace her and serve on the Named Professorship Review Committee (Kiewit, Kayser, and Isaacson Professorships) from 08/01/18, through 7/31/19.

Tej Adidam.

**2. RESOLUTION 4368, 3/13/19: Faculty Representative to Campus Compliance Committee**

BE IT RESOLVED that, with the resignation of Paul Landow, the following faculty member be appointed as a faculty representative to the Campus Compliance Committee, to complete the three year term 8/1/16 – 7/31/19:

David Carter.

**PENDING:**

**1. Involvement in Policies (such as 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.

(2/13/19: the Senate passed this to the Rules Committee.)

**VI. Ad hoc Committees**

**A. UNO-UNMC Faculty to Faculty:** Senator Kelly reported the Committee met on Monday February 18<sup>th</sup>. It was concluded that while there has been minimal disruption at UNMC from the change in third-party insurers (from BC/BS to UMR), there continue to be issues at UNO, particularly in faculty and staff finding that their providers are no longer “in-network”. Mental health providers remains an area of concern, due to UMR’s historically lower reimbursement of mental health providers.

The Committee also discussed the feasibility of a UNO-UNMC shuttle. Previously this was found to be cost-prohibitive; Vanessa Rath at UNO Parking Services estimated that the cost for one shuttle with service every 30-60 minutes, running 8:30AM to 5PM Monday-Friday, with an estimated 25 riders per shuttle, would be roughly \$9000 per month. It was noted at this meeting (and subsequently at the EC&C meeting) that the Omaha Metro Bus is faster and convenient.

Finally, an update was given on both the UNO/UNMC Chancellor position and on the UNO Senior Vice Chancellor for Academic Affairs. Chancellor Jeffrey Gold will continue to serve in that capacity at both UNO and at UNMC until June 2022. At the time of the UNO-UNMC Faculty to Faculty Committee Meeting, the pool of candidates for the SVC for AA position had been narrowed to 11 (it has since been narrowed to four finalists, with on-campus visits beginning this week).

**VII.** As there was no New Business **the meeting adjourned at 3:08 p.m.** with announcements.

**VIII. Announcements**

- A. EC&A Mtg:** Wednesday, March 20, 2019, 2 p.m., EAB 200
- B. EC&C Mtg:** Wednesday, April 3, 2019, 2 p.m., ASH 196
- C. Faculty Senate/SAC Awards Dinner:** Thursday, April 4, 2019, Social 6:30 p.m., Dinner 7:15 p.m.; **RSVP by 3/25** to [dhathawa@unomaha.edu](mailto:dhathawa@unomaha.edu)
- D. Faculty Senate Mtg:** Wednesday, April 10, 2019, 2 p.m., CEC 230/231
- E. EC&A Mtg:** Wednesday, April 17, 2019, 2 p.m., EAB 200

| <b>Schedule for 2018-2019</b>                                            |                                                                                |
|--------------------------------------------------------------------------|--------------------------------------------------------------------------------|
| <b>EC&amp;C Meetings</b><br>(Usually 1 <sup>st</sup> Wednesday of month) | <b>Faculty Senate Meetings</b><br>(Usually 2 <sup>nd</sup> Wednesday of month) |
| 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> )<br>( <i>Commencement 5/3</i> )        | May 8                                                                          |