

10-11-2017

Faculty Senate Minutes October 2017

UNO Faculty Senate

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Wednesday, October 11, 2017, 2 p.m., CEC 230/231

Present: Adams, Adidam, Arbelaez, Azadmanesh, Barone, Bereitschaft, Boron, Brennan, Elder, Feng, Glasser, Grams, Hawkins, Johnson, Kealey, Kelly, Landow, MacArthur, Miller, Nash, Noble, Peterson, Robins, Rowe, Schaffer, Sharif-Kashani, Schoenbeck, Stacy, Wileman, Winter, Woody, Zhong

Excused: Cast-Brede, Clinkinbeard, Kennedy, Maher, Nordman, Prisbell, Tiller

Absent: Glasser, Rowe, Schoenbeck

Chancellor Jeff Gold gave a quick update and answered questions.

I. The meeting was called to order by President Grams at 2:51 p.m.
One visitor was welcomed to the meeting, AVC Jonathan Benjamin-Alvarado.

II. The Minutes of September 13, 2017, were approved as submitted.

III. Officers' Reports

A. President's Report: Senator Grams reported

October 4, 2017

Dear Colleagues,

Over the past month I have been able to meet with and hear from more of you, and I greatly appreciate your comments, suggestions, and deep engagement with the life of our university. My first priority has been to meet with faculty in departments that do not presently have a representative on the Faculty Senate, but I am eager to meet with faculty in any other units as well. Any individual faculty members should feel free to contact me directly by email or phone with questions and comments.

On Sept. 6, Chancellor Gold held an open house in MBSC to discuss the August 31 restructuring recommendations, including some Vice-Chancellor positions (Student Success, Business and Finance) and external communications shared between UNO and UNMC. He also explained the strategy behind the Budget Response Team (BRT) implementations, which are a system-wide NU initiative out of President Bounds' office. By making strategic cuts to non-academic functions of the universities and searching for efficiencies, the goal was to protect academic programs and services as much as possible. Chancellor Gold emphasized that the restructuring changes at UNO and UNMC were not driven by budgetary concerns but by the goal of greater efficiency and effectiveness. He also stressed that growth is the key to UNO's future, as we actively seek greater enrollment and invest in community engagement as a value. UNO and UNMC will retain their distinct brand identities. Apart from that, consolidations and alignments of infrastructure or new collaborations may well occur.

The next phase of BRT implementation was introduced on Sept. 12, and an example of the changes (this one related to Human Resources) may be found here: <https://nebraska.edu/-/media/unca/docs/brt/hr/human-resources-brt-strategies-rev-september-12-2017.ashx?la=en>. Other information about BRT is available on the same website. Various concerns have been raised by staff related to changes concerning leave time.

NU President Bounds was the guest speaker at the Sept. 13 Faculty Senate meeting, where he answered many questions from the Senate and encouraged the faculty to be active and engaged. In a discussion of enrollment and growth, he noted that improving retention is even more powerful than improving recruitment, with respect to having a positive impact on both institutional excellence and budget pressures. Even a five percent change in retention rates would have an enormous effect on the budget.

The UNO Student Government has been communicating with Faculty Senate about their resolutions in support of Faculty use of the Canvas LMS to communicate course information, and the general issue of faculty responsiveness and feedback. We know that contacts between faculty and students are particularly important in efforts to improve retention, and as we continue to examine this matter closely, comments and suggestions from faculty are welcomed. What are we doing well to encourage retention, and what could we be doing better? What specific steps might faculty or the Senate take to promote the goal of greater student retention? I will return to this subject again next month, because this is one of the most important goals we can pursue to strengthen our institution across the board: academic excellence, student success and career preparation, financial prospects, and both internal and external community engagement.

Although we are dealing with a difficult budget situation and it remains vital to invest resources wisely, there is no longer a \$10,000 spending limit for purchase review imposed across the campus. This was removed the first day of Chancellor Gold's tenure. All funding requests are handled on campus and flow through the Chancellor's Council, including hiring. Other matters related to financial operations or BRT are, however, to be handled centrally.

The UNePlan Strategic Planning process is being used to develop the UNO Strategic Plan 2017-2020. This permits the entire campus to access, review, and update the strategic plan. Units may enter and track progress toward specific goals.

The NU Board of Regents visited UNO on Thursday, September 21, although the Faculty Senate was not included in that visit's agenda. The next BoR meeting will be in Lincoln on October 5.

Many options for faculty training in Canvas, iLios, and other areas are being made available through the Center for Faculty Excellence, and faculty liaisons for instructional design are available to provide personal assistance. Kudos to Karen Hein and others on her team who are doing such great work to assist faculty and students.

Chancellor Gold is scheduled as the opening speaker for our Faculty Senate meeting on October 11, and as usual, all faculty are welcome to attend. Thank you for your engagement with and support of the Faculty Senate, which is striving to do the best possible job of providing the faculty's voice. Let us know how we can improve and serve your needs.

President Grams also mentioned that HR Director, Cecil Hicks, will be invited to speak at a future meeting. HR is offering a class on "Being a Resilient Caregiver." There will be an update October 11 available on the BRT rollout site. In relation to

that President Grams noted differences in finances on three campuses: that faculty leave is experienced differently at UNMC, that UN-L has started consideration of financial exigency, and that the Omaha World Herald reported improved finances for running Baxter Arena. She made a plea for suggestions of how more faculty might be involved in graduation. She noted some changes in UNO parking policy which are good for visitors. President Grams also noted that the Faculty Senate President-Elect election will be held at the December 13 meeting. She prompted Senators to start planning for their possible election as President-elect at the December 13 meeting. A list of eligible senators will be distributed at the November Senate meeting.

B. Secretary/Treasurer Report: Senator Landow reported

1. EC&A met September 20, 2017.

Chancellor Comments:

“I care deeply about shared governance.” He stated that he is committed to working with us to make UNO the best it can be. He also said he is very open to the diversity of opinion in the UNO community.

Sorority Rush

Where should it take place? Follow up with SVC and Dan Shipp.

Discussion of Shared Governance Resolution:

Comments by President Grams:

More communication in the future would help clear up any misunderstandings.

BRT Groups – there was one faculty member on one of the groups. Deans were represented, but they are not faculty.

Discussion of Resolution 4303 and 4304.

No relevant discussion.

Discussion of Appointment Resolutions:

A short discussion of the procedure took place, but no changes were proposed.

**2017-2018 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
4313	9/13/17	UNO Professional Conduct Committee	9/25/17					Acknowledged
4312	9/13/17	Faculty Grievance Committee	9/25/17					Acknowledged
4311	9/13/17	Ballot/Election for Academic Freedom & Tenure Committee	9/25/17					Acknowledged
4310	9/13/17	Academic Planning Council (APC)	9/25/17					Acknowledged
4309	9/13/17	Tuition Remission Task Force	9/25/17					Acknowledged
4308	9/13/17	University Committee on Technology Resources, Services & Planning	9/25/17					Acknowledged
4307	9/13/17	UCRCA	9/25/17					Acknowledged

		(University Committee on Research & Creative Activity)						
4306	9/13/17	Digital Communications Team	9/25/17					Acknowledged
4305	9/13/17	Academic Assessment Committee	9/25/17					Acknowledged
4304	9/13/17	Support for Hurricane Victims	9/25/17					We acknowledge receipt of the resolution and share the intent of the faculty senate to encourage the UNO community to support those affected. We reference the message from President Bounds that addresses the University of Nebraska's commitment and the individual commitments made from each of the campuses.
4303	9/13/17	Reaffirmation of Statement/Message in Support of DACA	9/25/17					We acknowledge receipt of the resolution and reference the message on DACA affirming that we are a better university, city, state and country and all of our students have access to education and are an active part of our communities, sharing the spirit, background, intellect and passion.
4302	9/13/17	Shared Governance	9/25/17					We acknowledge the receipt of the resolution and wish to affirm our strong support for shared governance and

								reaffirm the importance of shared governance and decision-making responsibilities of the Faculty Senate and its committee structures. We appreciate the opportunity to have had an in-depth discussion on the subject during our most recent meeting and look forward to strengthening the communication on multiple levels.
4301	8/16/17	Permanently Replace CBA Senator Ni	9/25/17 ?					
4299	Complete 8/16/17	FS Pres Appts. a. AAUP c. Grad Cncl Liaison	9/25/17					Acknowledged
4288	Complete 8/16/17	Campus Committees a. APC g. Strat Planning Steering Comm.	9/25/17					Acknowledged
TO BE FOLLOWED UP								
4282	3/8/17	Expenses Associated with Visas for International Hires	4/19/17					<i>SVC Reed explained the process for UNO paying for legal costs involved. These issues are usually handled by department chairs and personnel. Costs can't be nailed down, since they vary by who is involved. BJ Reed said he would ask for a one page description of the process made available to faculty.</i>
4279	12/14/16	Grievance Committees Summer Compensation	12/21/16					<i>- SVC Reed says they may need more information. It is a workload issue as much as a compensation issue. Let's have further discussion.</i>

			3/15/17						- BJ reiterated that summer pay is not likely to happen, as faculty select a variety of service opportunities. Regarding the three grievance committees, he feels that faculty select this type of service, similar to how faculty choose to serve on thesis committee.
			4/19/17						Chancellor Christensen said these type of issues, like summer grievance committee work, seldom occur. He is also apprehensive of anyone who has service in the summer wanting compensation. Some service such as FS President and IRB receive workload compensation.
CARRIED FORWARD									

2. **Treasurer’s Report:** Senator Landow gave the September 2017 Budget Report.

IV. Executive Committee Report: Senator Barone reported

A. Parking at UNO

From: Vanessa Rath

Sent: Monday, September 25, 2017 10:31 AM

To: Laura Grams <lgrams@unomaha.edu>

Cc: Sue Bishop <sbishop@unomaha.edu>

Subject: Pacific Street Garage permit for Faculty/Staff

Laura

As we discussed last week, and as I have been able to modify our system, Faculty/staff Pacific Street Garage permits will be able to park in the West Garage on Dodge Campus.

Day/Night permits can park anytime, Night only (after 2:30pm) will not be valid in either garage until after that time.

This will be valid for the 2017/18 academic year only. Please note that this does not guarantee a place to park. If they garage is full when the permit holder arrives. They would need to return to the Pacific Street Garage and ride a shuttle up. Parking in any other location could result in a violation. I don’t see this happening too often, but wanted to communicate this to not set false expectations.

We will communicate any changes for Fall 2018 in April of 2018 for the following academic year.

Please let me know if you have any questions

Thank you

Vanessa Rath

Parking Services Manager

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Senators requested that information such as above be listed on the Parking Services' web site. They also asked by Faculty Senators cannot park in the CEC parking lot for meetings if there is not a big function going on at the CEC. Chancellor Gold said he was going to look into this. President Grams asked that it also be put on the next EC&A agenda.

B. Courseleaf

Various questions & concerns raised by faculty

At the 10/4/17 EC&C meeting this was referred to the Educational Resources & Services Committee. President Grams will get the information to ER&S chairperson.

C. Classroom Space Availability

An Analysis of Classroom Times & Patterns has been mentioned. There is a need to follow up on results and any effects of prime time policy.

At the 10/4/17 EC&C meeting this was to be included in the October EC&A agenda.

This is an ongoing issue and data is necessary.

D. Academic Integrity Survey Preliminary with Discussion Notes Estimates by Chairs/Directors -- Number/Nature of Cases Rising to the Level of the Chairs/Director's Office

	<u>Spring 2016</u>	<u>Spring 2017</u>
Responses Received (out of approx. 44)	31	17
Estimated Frequency (Number of Cases)		
0-5	90%	83%
6-10	10%	17%
11-20	0	0
21+	0	0
Most Common Form		
Plagiarism	93%	92%
Cheating	61%	39%
Impermissible collaboration	14%	15%
Fabrication/falsification	11%	8%
Abuse of Academic Materials	0	8%
Complicity Academic Dishonesty	7%	8%

Falsifying Grade Reports	0	0
Misrepresentation to Avoid Work	7%	8%

Representative suggestions (included as input to the surveys) for ways to reduce/prevent violations, were as follows:

- Encourage use of software for identifying plagiarism, for example Turn It In.
- Remind students we expect them to present their own work (this alone can reduce cases).
- Encourage faculty to include a link to the academic integrity statement on their syllabus and clearly state the possible consequences.
- It would be helpful if there was some way to document repeat offenders without prejudicing future instructors.

On 9.12.17, discussion with the Assistant and Associate Deans (who have been leading this effort) included the following points:

- Several steps have already been taken to implement earlier recommendations (eg. the process and policy have been clarified so that certain cases are now referred to the Assoc. Vice Chancellor for Student Success who will be tracking the data). The group will continue to monitor the situation to see if those changes were useful.
- The new Course Management System (CourseLeaf) could possibly include a link to the academic integrity policy within the template for a new course. The Assistant/Associate Deans will share this information with the deans and chairs.

NOTE: Information regarding UNO's Academic Integrity policy can be found at the following web-site (the policy was clarified by Faculty Senate May of 2017):

<https://www.unomaha.edu/student-life/student-conduct-and-community-standards/policies/academic-integrity.php>

E. UNO FUSE & GRACA

At UNO, both FUSE & GRACA are funded by Student Fees. Apparently, the NU system is looking at student fees. We need to learn whether any of the changes being considered have any bearing on grant funding for student research here at UNO. Depending upon what we learn, we need to respond appropriately.
The 10/4/17 EC&C sent this to the Goals & Direction Committee.

PENDING

A. Participation in UNO Faculty Senate (Fall 2016 to EC&C Pending)

Need to encourage and strengthen participation on UNO Faculty Senate.

1. One possibility might be to change the FS Constitution
2. Discussions with Colleges
3. Go to Chairperson mentor(s)?
4. Go to Board of Chairs

How to Encourage Faculty to Serve on the Faculty Senate: Informal data collection by the committee of approximately 40 UNO faculty members has generally revealed that *Service* of this nature tends to be acknowledged with little payoff compared to the perceived time commitment associated with governance. There is also a great deal of misinformation about the time obligations; nevertheless, most of the faculty we talked to showed little interest in this service even after we answered questions. The Goals

and Directions Committee is now discussing ways to help the departments incentivize Faculty Senate and other University service opportunities by increasing by better recognizing the value of this service in ways such as higher Merit rankings on Annual Review, etc. (*The EC&C asked, on 6/7/17, that this be discussed at the 8/16/17 FS Retreat.*)

B. Change Start Time of UNO Faculty Senate Meetings?

On 6/7/17 the EC&C suggested this be discussed at the 8/16/17 FS Retreat.

At the 8/16/17 Faculty Senate Retreat there was brief consideration of potential benefits and drawbacks to convening Faculty Senate meetings 15 or 30 minutes later. The matter was left to the Executive Committee to gather relevant data from Institutional Effectiveness, and report back.

On 9/7/17 Thomas Walker, Business Analyst, Office of Institutional Effectiveness, sent information to President Grams. "Of the courses offered at UNO on Wednesdays, a majority of courses are ending between 2 and 3 o'clock (14:00 and 15:00, respectively). The 4pm to 6pm timeslot is your best shot to have the least amount of faculty affected." At the 10/11/17 EC&C meeting the EC&C moved to request the data on full-time faculty in graph form.

V. Standing Committee Reports

A. Committee on Academic and Curricular Affairs: Senator Miller reported the Committee met September 27, 2017.

Present: Connie Schaffer, Stan Wileman, Burch Kealey and Holly Miller

Excused Absence: Craig Maher and Kelly MacArthur

There were two agenda items for this meeting.

The first agenda item was to review two documents sent from Dr. Smith-Howell. The documents clarify and state explicitly long-held assumptions and practices at UNO. These documents had already been reviewed by the University Educational Advisory Committee. A&CA members studied both the UNO Credit Hour Policy (document one) and the UNO Academic Policy and Guidelines on Rigor and Guidelines for Courses Carrying Academic Credit for College Credentials (document two). No changes were recommended for document one. One change was recommended for document two. The committee suggests the addition of one word ("**only**" in bold below) in the next to the last bullet point. The edited version is found below.

- The course does not **ONLY** repeat or focus on content that is offered as part of high school only curriculum.

The second agenda item focused on a student government request for adequate and timely feedback from faculty members. Senator Connie Schaffer presented assessment information from the UNO Office of Institutional Effectiveness and a NSSE summary report. The NSSE data from 2013 and 2016 surveyed students in their freshman and senior years. The results of these surveys were comparable to our CUMU peers. The survey does evaluate effective teaching practices, but not specifically "adequate and timely feedback". Discussion ensued focused on how to acquire data that answers our question. Committee members decided that adding a question to student evaluations could provide data to show if this is a systemic problem which warrants further investigation. Possible wording for this question could be:

Given the context of the assignments in the course, you received feedback in a manner that informed your continued learning.

or

Was adequate feedback on submitted assignments provided in a timely manner?

Senator Holly Miller agreed to research the student senators' impetus for this request.

Senator Burch Kealey volunteered to seek out sample course evaluation questions used by other universities that measure student satisfaction with faculty feedback.

Senator Stan Wileman agreed to work on wording for an "adequate and timely feedback" resolution to be considered as we continue this discussion in our October committee meeting.

Members discussed the need to have decisions about pedagogical tools made by faculty members, not university support service units. Faculty members should be consulted on the tools needed to teach their students. An example of a decision that was not vetted by faculty members first is the attempted discontinuation of Scantron services. Committee members agreed to continue this discussion.

Senator Burch Kealey will speak with Nielson and let Senator Timi Barone know.

PENDING:

1. Student Government Resolution for Timely Feedback from Faculty

Senator Kealey asked the Senate to address the Student Government Resolution to have all faculty give timely feedback to students. This discussion expanded to also include faculty member's use of learning management systems and adherence to professional expectations.

Senator Elder stated that the Faculty Senate owes Student Government a response and attention to the SG Resolution.

(Sent to A&CA 4/12/17) (AC&A report 4/26/17 to discuss)

B. Committee on Educational Resources & Services: Senator Robins reported the Committee met 27 September 2017 in Mammel Hall, Room 303S.

Attending: Senators Azad Azadmanesh, Scott Glasser, Barbara Robins, Mark Schoenbeck, Andy Zhong. Senator Tej Adidam was excused.

Old Business:

Student Accommodation Letters. To assist us in understanding current practices, Senator Robins invited Assistant Vice Chancellor for Student Affairs Cathy Pettid to a future committee meeting. She will attend the October 25th meeting. She also sent along a few questions for clarification of our needs and interests which we discussed. A follow-up email with our topics of interest and concern was sent to AVC Pettid.

On another matter, Senator Robins briefly reported on having located the source of the document used by UNO titled "Request for Travel Authorization and Purchase of Travel." At a future meeting we will discuss suggestions for additions to this document to assist faculty in identifying the need for and for purchasing travel insurance.

PENDING:

1. Canvas and UNIZEN dashboard availability. *The EC&C, on 6/7/17, sent this to the Educational Resources & Services Committee.*

C. Committee on Faculty Personnel & Welfare: Senator Elder reported the Committee met September 27, 2017.

Present: Griff Elder, John Noble, Marshall Prisbell, Dale Tiller

Excused: Pauline Brennan, Tammie Kennedy.

Sorority Rush during the week before class in the H&K building.

This issue was brought up at EC&A on Wed Sept 20. BJ Reed says that this issue has been assigned to Dan Shipp. John Noble is following up with Dan Shipp.

HPER Fees.

On Mon Sept 18, there was an initial faculty/staff wellness-based incentive program meeting in EAB 202 organized by Dan Shipp. Attending: Dan Shipp, Cathy Pettid, Joe Kaminski, Jeanne Surface, Griff Elder, Cecil Hicks, Carol Kirchner, and Esther Scarpello.

The group met to discuss how UNO could develop and pilot a wellness-based incentive program for faculty/staff. The wellness program needs still to be worked out—both programmatically and financially. But roughly, the idea is that, UNO would offer a pilot program that would partially reimburse the cost of a HPER membership based upon member usage and participation in specific wellness program elements. Tentatively, the financial incentive might be as much as a \$100 reimbursement of the \$150 per semester HPER membership fee. Details have to still be worked out. The working goal is to offer this pilot program starting in January (but if not January, then the following August-2018).

The working group plans to meet every two weeks. The first meeting will discuss the requirements for reimbursement.

I have been asked to put together a Faculty Senate Focus Group that this working group can consult. It seems to me that this Focus Group should be made up of 15-20 faculty, who either currently pay for a HPER membership, or think that it is realistic that they might become a member next year (under a reimbursement program). The first thing that the focus group will do is give feedback on the specific program elements associated with the incentive/reimbursement.

UNMC Faculty Senate

In August, we wondered whether the UNMC Faculty Senate has a Faculty Personnel & Welfare Committee that we could interact with. View UNMC Faculty Senate committee structure at:

<https://info.unmc.edu/blog/facultysenate/committees/>

Apparently, theirs is a very different operation.

Summer Creep

While most of us are on 9 month contracts, many uncompensated service obligations require summer participation. Members on the committee have their own anecdotal accounts of what we perceive to be a trend. We are hoping to discuss this topic with the AAUP, so that we can begin to connect some of the dots. We have contacted AAUP. The topic is on their agenda for Friday October 6.

We are in regular email contact with Deb Smith-Howell on the following issues:

H1B Visa Audit

From a Sept 24 email from Deb Smith-Howell, we learned that she learned from Steve Daubendiek (UNMC International Studies & Programs Advisor) that this was a random check of processes. There wasn't a specific problem that led to the audit. These audits do not happen very often.

Meanwhile there is an on-going discussion of how UNO/UNMC can improve what we do with faculty/staff/visiting scholars and students who come here on a visa.

Faculty/Staff Safety Processes.

Dr. Gina Toman has been named Faculty Human Resources Officer and Assistant to the Senior Vice Chancellor. She begins her new role on October 11.

We are interested in the administration developing a website similar to the Student Safety Website.

Note: We felt that the following site makes a good model:

<http://academicpersonnel.unc.edu/faculty-policies-procedures-guidelines/>

We expect Gina Toman will be help us address the request that there be a flow-chart that will help faculty understand and negotiate the many resources that are available: Ombudsperson, EAP person, counseling, BRT, etc. What information is confidential, etc. This “flowchart” may manifest itself in the form of the website mentioned above.

Our committee would like to follow up with the Senior Vice Chancellor and the Chancellor on a resolution passed by the Faculty Senate in late 2016.

RESOLUTION 4279, 12/14/16: Grievance Committees Summer Compensation

WHEREAS grievance hearings conducted by the Academic Freedom & Tenure Committee, the Faculty Grievance Committee, and the Professional Conduct Committee are unpredictable and when they are initiated must adhere to a strict time-line, which can mean that they extend into the summer when faculty are no longer under contract;

WHEREAS the University of Nebraska Omaha depends upon faculty participation in such grievance hearings;

WHEREAS other participants in such grievance hearings such as legal counsel and administrators are compensated for their time;

THEREFORE BE IT RESOLVED that the Faculty Senate recommends to the UNO administration that the faculty members on the Academic Freedom & Tenure Committee, the Faculty Grievance Committee, and the Professional Conduct Committee all be compensated at an hourly rate comparable with what the University pays the other participants in the hearings when service on these committees extends beyond the 9 month academic year.

PENDING:

~~* Follow up on status of H1B Visas audit. VC Smith-Howell said she would check on it at the 5/17/17 EC&A meeting.~~

~~Dismissed by the EC&C 10/4/17.~~

D. Committee on Goals and Directions: Senator Arbelaez reported the Committee met September 27, 2017.

Present Bradley Bereitschaft, Daniel Hawkins, Chris Kelly, and Maria Arbelaez.

Excused: Richard Stacey and Hamid Sharif

Our meeting was scheduled for the presentation of the T. Robinson, Director of the Office of Institutional Effectiveness, who did not come. In his absence, we discussed the objectives his office state in his UNO webpage. We rescheduled the meeting with T. Robinson for October 25.

Pending:

1. *Facilities Planning and Faculty Representation* (Sent to G&D 2/10/16) – As important and continuous decisions are made regarding facilities planning on campus, we would like to see more faculty involvement in these plans, and be allowed frequent opportunities to engage in discussion with administration about facilities planning. The one committee the Faculty Senate is aware of is the University Committee on Facilities Planning, which typically meets once a year. The University Committee on Technology Resources, Services & Planning meets more frequently, but its primary focus is on the technology needs of the campus.

In a previous meeting Goals & Directions met with Deb Smith-Howell to address administrative communication and questions about the University's Strategic Plan and the Faculty Senate's part in that process. We discussed the possibility of a more regular liaison with Dr. Smith-Howell with a representative from the F.S. Goals and Directions Committee that could increase the level of communication and information in this area.

2. **Unit Based Recruiting:** (*Sent to G&D 8/17/16*) This item has focused on how individual departments may contribute to the recruitment and retention of students in better pursuit of the University's enrollment goals. Goals and Directions temporarily tabled this item and it will remain on our *Pending* list.
3. The UNO Admin responded to Resolution 4285, 5/10/2017: **Deferred Action for Childhood Arrivals (DACA)** with plans to draft guidelines for faculty. EC&A would appreciate members of the FacSen committee (e.g. Dan Hawkins et al) staying closely in touch with Student Affairs (Dan Shipp, Jonathan Benjamin-Alvarado) and the CFE to review and collaborate. (*Sent to G&D to keep in touch 6/7/17*).

4. **Soliciting Faculty Insights on UNO's Leadership Transition.** (*The EC&C, on 6/7/17, sent this to the Goals & Directions Committee.*)

5. **Mav Creed**

A resolution from Student Government, a note that the Staff Advisory Council will also pass a favorable resolution for the Mav Creed, and the Mav Values Document.

The UNO EC&C, on 6/7/17, forwarded this item to the Goals & Directions Committee for discussion at the August 16, 2017 Retreat.

6. **Parking Changes and Parking for Adjunct (Part Time and Temporary) Faculty:**

Link for reference: <https://www.unomaha.edu/news/2017/04/parking-changes-coming-to-campus.php>

Part-time permit options.

- *Night Only Surface Permit – after 2:30 P.M.*
- *Lot T \$5 Entry - Weeks 2-16 of Fall/Spring Semesters (all-day)*
- *Daily/Hourly Permit Options \$1-4*
- *Reduced fee West or Pacific Street Garage Permit - \$200 Annually*
- *\$3 after 12:30 P.M. in the East Garage Lots U and T only.*
- *Lot 26 (no permit required with free limited shuttle service)*

- E. Professional Development:** Senator Adams reported the Committee met September 27, 2017.

Present: Julie Blaskwicz Boron, Melissa Cast-Brede, Victor Winter, Russ Nordman

Absent: Travis Adams, Zhigang Feng

The Committee decided that perhaps the best way to deal our committee's pending business about Faculty Professional Development Leave questions and concerns is to create a questionnaire that will be sent to UNO's Deans.

We thought that this might be a better option than having each of us go to our respective Deans.

To start this process I am going to create a google document with the questions that appeared in our last senate report.

- a. Can faculty get a full year of leave if waiting until 12 years of service instead of at 6 years?

- b. What are the earning restrictions while on leave (sabbatical)?
- c. What documents govern how leave is prioritized/awarded?
- d. What are the criteria for leave across colleges/departments? How consistent are these?
- e. Who all reviews and/or weighs in on these decisions?

Over the course of the next month we will all be contributing to this document. In our October meeting we will work on creating the questionnaire.

Along with this we wondered if there should be a questionnaire created for faculty as well that tries to find out if they have an understanding of the Development Leave procedures and criteria.

PENDING:

1. Faculty Professional Development Leave policies/procedures: Given a growing number of questions and concerns about this issue, our committee will be gathering information (policies/procedures) at all levels (regents, university, colleges, departments) and comparing those documents in order to explore questions, including:

- b. Can faculty get a full year of leave if waiting until 12 years of service instead of at 6 years?
- c. What are the earning restrictions while on leave (sabbatical)?
- d. What documents govern how leave is prioritized/awarded?
- e. What are the criteria for leave across colleges/departments? How consistent are these?
- f. Who all reviews and/or weighs in on these decisions?

What language does the AAUP contract have regarding leave/sabbatical?

F. Committee on Rules: Senator Nash reported the Committee met at the Criss Library on September 27, 2017.

Present: Samantha Clinkinbeard, Paul Landow, Bob Nash, Kathy Peterson, Wei Rowe.

Absent: Jeremy Johnson (excused).

Ballots were mailed out by Sue Bishop for the campus-wide election to fill two tenured faculty vacancies on the Academic Freedom & Tenure Committee. Of the 561 ballots distributed, 227 were returned by the September 27 Noon deadline. Two ballots were not tallied by the Rules Committee as they were not properly signed and nineteen were received after the deadline and therefore invalid.

Those elected are noted below.

Completion of RESOLUTION 4311, 9/13/17: Academic Freedom & Tenure Committee

BE IT RESOLVED, that in accordance with Article 6.5.2 of the Faculty Senate Bylaws the following nominees for the Academic Freedom and Tenure Committee are brought forward by the Rules Committee for senate nomination. The ballot will be presented to the UNO Faculty.

Two tenured faculty member will be elected from the following four nominees to serve a three-year term from October 16, 2017, through October 15, 2020, to replace Carey Ryan and Richard Stacy, whose terms will expire:

Ramon Guerra (English, A&S) (102 votes)
 Nancy Kelley (Social Work, CPACS) (118 votes) **Elected**
~~Ziaul Huq~~ (Management, BA) (74 votes)
 Laura Grams (Philosophy, A&S) (142 votes) **Elected**

PENDING:

- A. The Committee continues to review which Campus & University committees require participants who also serve on the Faculty Senate, and which committees might be served by representatives from the faculty at large.

VI. Ad hoc Committees

A. Ad hoc UNO-UNMC Faculty-to-Faculty Communication and Collaboration Committee

Membership:

Timi Barone	Dhundy Bastola	Elizabeth Beam
Catherine Bebhart	Emily Glenn	Craig Maher
Amarnath Natarajan	Debra Reilly (<i>UNMC alternate</i>)	Eleanor Rogan
Connie Schaffer	Destynie Sewell	Mark Shriver
Suzanne Sollars	Adam Tyma	Glenda Woscyna

Dr. Sollars hosted a pot luck meal for the Committee in September. The first official meeting will be scheduled October 30, 2017. Some questions the Committee might be asked:

- How to facilitate communication between UNO/UNMC?
- How are their faculty responding to BRT?

VII. Non-Senate Committee Reports

A. University-wide Employee Benefits Advisory Committee: Prof. Erickson submitted the minutes of September 27, 2017 meeting.

1. Introductions

2. Demo of the new NUFlex portal

The program/software seemed to run very well, although there were 1 or 2 minor error messages as the demo progressed. The committee was told that the bugs would be fixed before the NUFlex enrollment date.

3. Benefit Review

Gallagher Benefit Services was engaged to conduct the review. Gallagher Benefit Services is a consultant retained by NU to review: Plan Design (copays, deductibles, offerings) Premium Pricing, and ACA Grandfathered Status. Evaluation Criteria include: Scope of Service, Experience and Qualifications, References, and Pricing. The goal is to try to keep premium cost increases to a minimum. In particular, copays, deductibles, and plan offerings are being studied in combination with employee/dependent utilization. Recommendations will be made in 2018 for implementation in 2019 plans.

- a. The annual preventive care allowance and coverage for immunizations will be part of the review
- b. Copays refers to the prescription drug benefit
- c. Coinsurance will also be reviewed

- d. A review of the retirement plans will be conducted as a separate project
- e. The Benefit Review Project will begin in January, 2018

4. Presentation on Annual NUFlex Enrollment

Enrollment Starts on Monday, October 30th; Enrollment Ends on Friday, November 17th. A series of emails and direct mails will be sent notifying all employees of the dates. All Communication Material for Active Employees will be Electronic (online or email). If an employee has a disability or impairment that prevents them from accessing electronic material, accommodations will be made.

- a. There are new Caremark strategies regarding Opioid management, ADHD management, Rheumatoid Arthritis (new users only), and certain heartburn medications. Specialty medications will be limited to a 30 day supply.
- b. There is a continued emphasis on using Telehealth services. These services are promoted to be more convenient and cheaper. Services include sinus infection, cold, flu, sore throat, depression, migraine, and fever, among others.
- c. The 2018 premiums are not ready to release. We do not know if the flexible spending account maximums will be increased by the IRS for 2018 yet; federal government actions will determine this.
- d. There are many Campus Onsite Enrollment Opportunities

5. Campus Representative Input

- a. Health Savings Accounts (HSAs)
Gallagher Benefit Services will review, and limit increases are pending government action per item 4 above
- b. Bariatric Surgery – UNMC
No discussion

Next Meeting –April 26, 2018.

VIII. The meeting adjourned at 3:53 p.m. with announcements.

IX. Announcements

- A. EC&A Mtg:** Wednesday, October 18, 2017, 2 p.m., EAB 200
- B. EC&C Mtg:** Wednesday, November 1, 2017, 2 p.m., ASH 196
- C. Faculty Senate Mtg.:** Wednesday, November 8, 2017, 2 p.m., CEC 230/231

Schedule for 2017-2018	
EC&C Meetings (Usually 1 st Wednesday of month) (ASH 196)	Faculty Senate Meetings (Usually 2 nd Wednesday of month) (Usually in CEC 230/231)
	June
*July 12	July
*August 9	August 16, 2017 (Retreat) (3 rd Wednesday) (Classes begin 8/21/17)
September 6	September 13
October 4	October 11
November 1	November 8
December 6 (Prep Week)	December 13 (Finals Week) (Commencement 12/15)
*January 10 (Semester Begins 1/8/18)	*January 17
February 7	February 14
March 7	March 14 (Spring Break 3/18-25)
April 4	April 11
May 2 (4/30 – 5/3 Finals) (Commencement 5/4)	May 9