

1-17-2018

Faculty Senate Minutes January 2018

UNO Faculty Senate

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Wednesday, January 17, 2017, 2 p.m., ASH 196

Present: Adams, Adidam, Azadmanesh, Barone, Bereitschaft, Brennan, Cast-Brede, Elder, Feng, Grams, Hawkins, Johnson, Kelly, Landow, MacArthur, Maher, Miller, Nash, Noble, Peterson, Prisbell, Robins, Romero, Rowe, Schaffer, Sharif-Kashani, Schoenbeck, Stacy, Tiller, Wileman, Winter

Excused: Arbelaez, Boron, Glasser, Nordman

Absent: Kealey, Zhong

Speaker: Chancellor Jeff Gold (Pre-Official Overview of Budget Situation)

I. The meeting was called to order by President Grams at 2:03 p.m.

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

III. Officers' Reports

A. President Grams wrote on 1/10/18:

Senate Colleagues,

Welcome back to the new semester! This update will be brief because of both the intervening winter break and the expectation of more detailed information subsequent to the Governor's budget proposal presented today (1/10/18). The initial proposal calls for an across-the-board cut to state appropriations of 2% this year and 4% next year (excepting K-12 and the Department of Corrections). These figures were not included in the proposal, but for the sake of visualizing what this means, a 2% cut to a roughly 600 million budget is \$12 million, and a 4% cut is another \$24 million.

The Board of Regents is expected to consider the new NU Freedom of Expression Policy (agenda attachment – pgs. 17-18) (that was sent around to all UNO faculty for comment) at its upcoming committee and then full meeting on 1/25/18. I compiled all of the faculty suggestions I received, as did my counterparts in the Faculty Senates on the other campuses. We have presented these to the Board secretary and look forward to seeing the latest version of the draft policy soon. As far as I know, staff and student representatives provided similar feedback. In the new Legislative session which just began last week, at least one bill was introduced proposing new policies for NU related to freedom of expression. We don't yet know what will happen in the Legislature, but NU has developed its own policy in this area through a process of careful drafting and inclusion of comment from all constituencies.

Chancellor Gold's Transition Council and Team have completed their work in Fall 2017 and the external consulting firm CFAR has compiled a concluding report, "Transition Support to the Chancellor". The document may be found here:

https://www.unomaha.edu/about-uno/leadership/_docs/chancellors-transition-report-

[121217-final.pdf](#)

In other news, Vanessa Rath has opened up further options for parking at UNO for those who have “reciprocal permits” (i.e. UNK/UNL/UNMC permits): West Garage, First Christian Church, St. Margaret Mary Church, Pacific Garage, and Lot 26. Those from UNO visiting other campuses should contact UNO Parking Services for a physical permit.

Before the start of this semester, I met with the current Student Government President, Carlo Eby, and Assistant Vice-Chancellor Candice Batton, to discuss the development of information resources for both students and faculty related to positive practices for student retention and faculty engagement with students. AVC Batton has drafted a copy of guidance for students. In addition, the Faculty Senate continues to work on materials that might be provided to assist faculty in this area. We look forward to collaborating with Faculty Development and others who have expressed interest in assisting us, and more information about this will be forthcoming.

I hope everyone’s semester gets off to a terrific start, and I welcome your feedback, comments, questions, and suggestions at lgrams@unomaha.edu.

*At 2:10 p.m., without objection, the meeting was recessed in order to have Chancellor Gold give a pre-official overview of the Budget situation. He also answered all questions.
At 2:55 p.m. the meeting resumed.*

B. Secretary/Treasurer Report: Senator Landow reported

- 1. EC&A:** December 20, 2017, meeting canceled by Faculty Senate President Grams.

**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
4319	12/13/17	Rename Parking Advisory Committee				
4318	12/13/17	Faculty Senate President – Elect				
4317	12/13/17	Approval of the Proposal for a MA in Applied Behavior Analysis				
4316	12/13/17	Permanent Replacement of CPACS Senator Samantha Clinkinbeard				
TO BE FOLLOWED UP						
4282	3/8/17	Expenses Associated with Visas for International Hires	4/19/17			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.
4279	12/14/16	Grievance Committees	12/21/16			- SVC Reed says they may need more information. It is a workload issue as much as a compensation

		Summer Compensation	3/15/17			issue. Let's have further discussion.
			4/19/17			- 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. 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.

2. Treasurer's Report: Senator Landow gave the December 2017 Budget Report.

IV. Executive Committee Report: Senator Barone introduced the following issue. President Grams passed the gavel to Vice President Barone.

A. FUSE/GRACA: Senator Grams discussed faculty involvement and process regarding this issue. She wished to begin with a conversation. Perhaps there should be an advisory committee. The Senate agreed that the issue should be put on the next EC&A agenda.

Vice President Barone then passed the gavel back to President Grams.

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.)~~

~~(Dismissed by the EC&C. Suggest adding FS accomplishments to FS bulletin board, and bring up at 2018 Retreat.)~~

~~B. Classroom Space Availability~~

~~VC Shipp sent an update on 11/28/17, from Registrar Mark Goldsberry, reporting that the implementation of course scheduling guidelines have worked as intended within CLSS, and with some minor adjustments have significantly reduced the number of homeless courses each semester. These are now more easily managed by Allison~~

~~Junker, who does not see the need for additional changes at this time. Sen. Grams will continue to follow up on the issue of space optimization, identifying any areas where classroom resources can be better matched to growing enrollment demands. (Dismissed 1/10/18 by EC&C. Leave on EC&A agenda.)~~

~~**C. Speed of Scantron Return of Grading:** Senator Kealey~~

~~—Senators Kealey and Grams discussed the speed of Scantron turnover. It was suggested to get in contact with Bob Gomar and/or Jaci Lindburg for more information. Senator Wileman reported that it had been mentioned in Technical Resources Committee that it could possibly be a mailroom issue. (12/10/17) (Dismissed at 1/10/18 by EC&C. If any faculty member still has issues, he/she should be directed to contact Bob Goeman, Director, ITS Client Services.)~~

V. Standing Committee Reports

A. Committee on Academic and Curricular Affairs: Senator Miller

PENDING:

1. Committee members agreed to start reviewing a proposed MS in IT Innovation at the January 2018 meeting.

B. Committee on Educational Resources & Services: Senator Robins

PENDING:

1. **Request for Travel Authorization and Purchase of Travel.** 10/2017: 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.
2. ~~**Functionality of Courseleaf.**~~
(This system is in use, so dismissed 1/10/18)
3. ~~**Paul Beek Scholarship.**~~
(Permanent changes in dates and process have been made and are almost ready to publicize, so dismissed 1/10/18. Senator Robins will look into awarding the scholarships at a public event, possibly the April Senate meeting.)
4. ~~**UNO SGA report on Sustainability Initiatives.**~~
(This was a one-time visit, so dismissed 1/10/18.)

C. Committee on Faculty Personnel & Welfare: Senator Elder (No Meeting/No Report)

PENDING:

1. ~~**Sorority Rush during the week before class in the H&K building.**~~ 10/2017
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.
(Dismissed 1/10/18: After following up, there doesn't seem to be much that can be done. There is a suggestion that other groups can be asked to change meeting places to free up MBSC for Sorority Rush in the future.)
2. **HPER Fees.** 10/2017: 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.

**3. Summer Compensation for Grievance Committees. 10/2017 cont.:
RESOLUTION 4279, 12/14/16: Grievance Committees Summer Compensation**

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, 2017.

RESOLUTION 4279, 12/14/16: Grievance Committees Summer Compensation (1/10/18 the EC&C directed that this be kept on the EC&A agenda.)

**4. Visa Issues: Are they consistent college to college.
(1/10/18: Put on EC&A agenda.)**

5. Faculty/Staff Safety Processes. 10/2017 cont.: 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.

6. Server for Personal Web Pages

Senator Elder reported that last year all faculty across campus lost the server, along with the opportunity to have their own personal web sites, like Math. The Web site may have not been pretty, but it was spot on for other mathematicians to check. Senator Zhong said it now looks odd. Senator Kennedy said we all need support to get the server back for supporting personal web sites. Anything without branding is gone.

(On 12/13/17 this issue was given to the FP&W Committee and EC&A agenda..)

D. Committee on Goals and Directions: Senator Arbelaez Beritschaft (No Meeting/No Report)

Pending:

1. Facilities Planning and Faculty Representation (Sent to G&D 2/10/16)

~~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.

(Dropped at 1/10/18 EC&C mtg.)

- ~~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).*~~

(EC&C, on 1/10/18, suggested just keeping an eye on this on the EC&A agenda.)

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

(On 1/10/18 the EC&C noted that the transition has been complete.)

- ~~5. **Mav Creed**~~

(Dismissed 1/10/18 by EC&C. Wording revision was sent on. Still waiting for reply of acceptance by Dan Shipp/Phil Covington.)

- ~~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)*~~

(On 1/10/18 this issue was dropped at the EC&C mtg.)

E. Professional Development: Senator Adams

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?~~

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

(1/10/18: The PD committee is developing a survey to actually gauge faculty's understanding of FPD leave policies and procedures.)

F. Committee on Rules: Senator Nash

The committee has settled on Senator Kathy Peterson to replace Senator

Clinkinbeard as Vice Chairperson of the Rules Committee. FS Coordinator, will update the website.

PENDING: None

V. Ad hoc Committees

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

Members:

Timi Barone	Dhundy Bastola	Elizabeth Beam
Catherine Gebhart	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

A meeting has been scheduled at UNMC on January 29, 2018.

VI. New Business

With no objection, President Grams again passed the gavel to Vice President Barone.

- A.** President Grams wanted to start a conversation on where documents for students and faculty could be developed and reviewed (Catalog, Box, other?) and who should be approached (AVC Candice Batten, AVC Deb Smith-Howell, other?) about this.

The Senate agreed that this issue would stay with the EC&C.

Vice President Barone then returned the gavel to President Grams.

VII. The meeting adjourned at 3:40 with announcements.

VIII. Announcements

- A. EC&A Mtg:** Wednesday, January 24, 2018, 2 p.m., EAB 200
B. EC&C Mtg: Wednesday, February 7, 2018, 2 p.m., ASH 196
C. Faculty Senate Mtg.: Wednesday, February 14, 2018, 2 p.m., CEC 230/231

Remaining 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)
*January 10 (<i>Semester Begins 1/8/18</i>)	*January 17
February 7	February 14
March 7	March 14 (<i>Spring Break 3/18-25</i>)
April 4	April 11
May 2 (<i>4/30 – 5/3 Finals</i>) (<i>Commencement 5/4</i>)	May 9