

2-14-2018

## Faculty Senate Minutes February 2018

UNO Faculty Senate

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*Wednesday, February 14, 2018, 2 p.m., CEC 230/231*

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**Members:** Adidam, Arbelaez, Azadmanesh, Barone, Bereitschaft, Boron, Cast-Brede, Davidson, Elder, Grams, Johnson, Kealey, Kelly, Landow, MacArthur, Miller, Nash, Noble, Peterson, Prisbell, Robins, Rogers, Romero, Rowe, Schaffer, Sharif-Kashani, Schoenbeck, Stacy, Wileman, Winter, Zhong

**Excused:** Adams, Brennan, Nordman, Tiller

**Absent:** Feng, Hawkins, Maher

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**Visitors:** Baguyos, Derrick, Dodge (available to answer questions regarding approval of the Proposal for a MS degree in Information Technology Innovation resolution)

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**I. The meeting was called to Order** by President Grams at 2:04 p.m.

**II. The Minutes** of January 17, 2018, were approved as written.

**III. Officers' Reports**

**A. President's Report:** Senator Grams wrote

February 6, 2018

Dear Faculty Colleagues,

I hope the semester is going well for all of you. Please forgive the length of this update – much has happened and several major topics need to be covered.

**1. Budget**

As you probably know, on January 10 the Governor presented his budget proposal to the legislature, calling 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). The latest figures we have heard indicate this translates into a cut of 11 million for the remainder of the 17-18 academic year, atop the nearly 50 million that was already cut from the current budget, and another 23 million for the 18-19 academic year. Somewhere between 27-29 million was saved through the BRT process, which identified cuts in operations expenses that helped to protect the academic programs across the whole NU system from a cut of this magnitude. However, the additional cuts recommended by the Governor can no longer be prevented from directly harming academic programs. NU represents 13% of the total state budget, but is being expected to bear around 50% or more of the total cut. This translates into 1.5 million this year for UNO and 3 million next year (18-19).

The UNO Deans and Vice-Chancellors were asked to plan accordingly, and a few weeks ago they presented their plans to Chancellor Gold. In addition, Chancellor Gold personally requested and received hundreds of suggestions from faculty, staff,

students, and other members of the community concerning how funds could be both generated and saved. These suggestions have been read through at least twice by the Chancellor himself and sorted according to kind. Now he will work with others to determine which ones can be operationalized quickly, or studied for possible later implementation.

The BRT process continues – it found more savings than expected, and the cost of increased health insurance coverage was not as high as had been anticipated in the budget, so cuts that might have been demanded in Fall of 17 were postponed. One of the important areas of BRT work affecting faculty is in Travel. The Central administration has been responsive to the call for faculty input into the BRT process by requesting names of faculty from each campus who will serve on the Travel team going forward. This requires a few hours per month commitment over the next several months – an initial meeting or two of around two hours, followed by monthly follow up to ensure that the plan is implemented properly and effectively.

**If you are interested in serving on this NU-wide Travel Budget Response Team, please contact me (lgrams@) as soon as possible with a short description of your reasons for interest.** I will select two names to forward to President Bounds and Marjorie Kostelnik.

Chancellor Gold has been staying in close contact with Faculty Senate leadership, via both meetings and calls, sometimes now including our Senate President-Elect Chris Kelly. Chris and I will meet again with the Chancellor this Thursday the 8<sup>th</sup>, when we should hear more information about the proposed budget cuts. However, the Chancellor already has laid out two very important aspects of his approach. One involves his advocacy for UNO and UNMC with the Legislature, our greater community, and his ongoing support for growth and innovation through this period. I was encouraged by the strategies the Chancellor shared with us and feel he is doing an excellent job of representing the interests of both campuses with all external audiences. The other aspect involved the criteria he is using to deliberate about where and how to make the necessary cuts. Without being able to disclose all specifics yet, he did walk us through the decision procedure. He expressed a strong commitment to truthfulness and transparency, as well as concern for the individual human beings involved. The five criteria are: impact on communities served, fiscal implication and savings achieved, how much pain and disruption is produced, how easy or difficult the cut would be to reverse someday, and the need to be mission-driven.

Another internal-to-NU matter that affects budgets over the long term is the proposed reapportionment or redistribution of the base budget allocations among the four campuses. UNO is presently receiving about 13% of that budget, but as we know, it contributes far more than this to the overall NU income. In short, we subsidize some portion of budgets at other campuses with our productivity. The reallocation could in theory move this 13% up to 16%. However, an obvious question is whether such a change will be sustained by President Bounds in the current budget cutting environment. Chancellor Gold has made clear that even if we were to begin receiving this appropriately increased apportionment, we would not thereby be spared from making cuts for a few reasons. Just as we needed to hold back 2% of the budget this 17-18 year, due to the Governor's policy, and ended up having to cut out even more in Spring 18, so too will we need to hold back at least 2% and perhaps more from the 18-19 budget. President Bounds has for 17-18 also given a one-time infusion of cash to help cover the gap between savings and the required 49 million cut. This cannot be continued as a long-term solution, and campuses need to maintain a healthy

cash position to cover payroll and other bills. Opinions vary concerning the optimal amount of cushioning, but at least some is required.

Next week, on Monday the 12<sup>th</sup> in the Thompson Alumni Center, Chancellor Gold will hold a Town Hall meeting to answer questions about the university budget and other topics. On the 14<sup>th</sup>, President Bounds will testify before the Appropriations Committee of the Legislature. As further information about proposed cuts becomes available, I will be in touch. In the next biennium, 19-21, by all indications we should expect more of the same.

I realize this news can be dispiriting, but I want you to know that neither we faculty nor the university's administrative leadership plan to stand by passively waiting to see what happens. We are working to innovate and grow, inspiring intellectual development and career opportunities for our students, and creating benefits for our entire community. UNO and NU's role as a powerful engine of economic growth in the state of Nebraska will continue.

Faculty are also citizens who have a range of different opinions about these matters. However, I would like to remind everyone who wishes to express an opinion as a citizen that *university emails and other university resources cannot be used for these private purposes*. The Faculty Senate cannot and does not engage in lobbying activities, unlike the AAUP, which can and does.

## **2. Chancellor Gold**

President Bounds consulted with Faculty Senate leadership last month concerning his desire to extend Chancellor Gold's period of service through Spring 2019. As I reported to the Faculty Senators at the end of January, this decision to extend Gold's term officially was already expected, so the new information here relates to the timing of an eventual search. President Bounds has consistently affirmed UNO's independence as an institution with a distinctive mission, but as he explained both to me and then to our executive committee, moving forward with a search would be very difficult right now.

The sharing of the Chancellor position between UNMC and UNO creates, in effect, a vertical cut and attendant cost savings for UNO. The same is true with respect to the shared position of Vice Chancellor of Business, Finance, and Economic Development, for which a search is underway (including UNO faculty representation). These cost savings, which come to roughly \$700,000, are preventing us from having to cut something else worth 700k. In addition, a university in the midst of a budget cutting may have difficulty recruiting top quality leadership, as few wish to step into a role that involves immediately implementing cuts (this was already a problem last year, affecting the Spring 17 Chancellor search).

Another important factor in the weighing of pros and cons is that Chancellor Gold is providing stable leadership during UNO's accreditation cycle, and helping to develop additional investment in UNO. He has attended most of our Senate meetings and is otherwise highly engaged with the campus and responsive to faculty suggestions. We meet regularly and stay in touch often. The chancellor has communicated clearly to me as Faculty Senate President on both the process and prioritization used in determining what budget cuts to recommend. These factors were all compelling to me. Consequently, I worked with my counterpart in the UNMC Faculty Senate, Dr. Ann Anderson Berry, to draft a letter in support of Chancellor Gold continuing through Spring 2019. We wanted faculty to know that President Bounds' decision involved a thoughtful process of seeking input from faculty senate leadership on both campuses, which is important in light of our past

requests that such input be sought whenever appropriate.

### **3. Assistant Vice Chancellor for Wellness**

As of last Friday, Dr. Steven Wengel, formerly Chair of Psychiatry at UNMC, has been named the new Assistant Vice Chancellor for Wellness. Normally such positions are created after a search and a process that includes faculty input – this is how faculty (from both UNO and UNMC) are presently involved in the ongoing search for a Vice Chancellor of Business, Finance, and Economic Development. In the case of Wellness, however, the faculty member appointed was going to fill this role at UNMC already. In the past, UNO has had a different structure in place for addressing wellness issues, and Faculty Senate has in the past sometimes sought a greater commitment to and investment in wellness on UNO's campus. Henceforth, UNO will be able to benefit from Dr. Wengel's expertise without having to dedicate its own new funds to creating such a position at UNO. Chancellor Gold discussed this appointment with me and explained that it supports wellness initiatives at UNO without creating additional costs to us.

### **4. UNO-UNMC Collaboration**

The UNO and UNMC Faculty Committee for Communication and Collaboration – composed of membership recommended by the Senates of each institution, and reporting back to the Senates – continues to meet and discuss matters of joint concern. This direct faculty-to-faculty line of communication has been quite valuable and I would recommend that next year's executive committee consider voting to continue the arrangement.

Across the university, many people are discussing collaborative projects and possibilities. I have these matters with Chancellor Gold, and am reassured by a few of the basic conceptual boundary lines that have been established to help us navigate shared administrative positions or joint projects between UNO and UNMC. First and foremost is academics: joint research, teaching, or other collaborative efforts in academics depend on the mutual interests and decisions of faculty. We seek to eliminate barriers to productive teamwork, but faculty drive the creation of such projects. This is related to another crucial distinction that collaborative arrangements will respect: each campus has its own unique mission and strategic goals. Communication and branding is based on this underlying difference, even as pragmatic and resource-minded sharing arrangements can be made in non-academic operations. Put bluntly, we can save money by doing some things together, thus helping to protect our academic programs in the time of budget cutting. However, we need to review these practices to ensure that the level of service remains high and efficiency is indeed increased. The overall conversation about this UNO-UNMC relationship should continue, particularly in light of our uninterrupted commitment to growth and innovation. How do we move forward in a way that respects boundaries where needed, but creates bridges across them to develop new opportunities? Faculty are needed to help sketch out this landscape.

### **5. Freedom of Expression**

At its January 25 meeting, the NU Board of Regents passed a new Freedom of Expression Policy. A representative of the ACLU offered generally favorable public testimony on the policy, along with a few recommended changes. This is the same policy that was sent last semester to all UNO faculty for comment – many of you made extremely valuable suggestions, which I compiled and contributed along with comments from all of the other Faculty Senates at the four NU campuses. In some cases individuals may be able to see where their suggestions were included in the

final draft. In the current Legislative session, at least two bills were introduced proposing new policies for NU or state employees related to freedom of expression. Again, Faculty Senate takes no position on such matters, nor do we know yet what will happen in the Legislature. However, NU has developed its own policy in this area through a process of careful drafting and inclusion of comment from all constituencies – students, staff, and faculty – and based upon the models of universities and groups that have led the way in this area.

At the Board of Regents meeting, Regent Pillen moved that a statement be adopted, seconded by Regent Hawks, and Regent Daub offered a friendly amendment to remove “LB 718 and” from the final sentence of that motion. From the minutes: “The friendly amendment was accepted by Pillen and Hawks, resulting in a motion and second to adopt the following: The Board of Regents honors the First Amendment of the U.S. Constitution and has long dedicated itself to the free exchange of ideas, reaffirmed by the adoption of Regents Policy 6.4.10, “Commitment to Free Expression; Guide for Facilities Use; and Education.” Article VII, Section 10 of the Nebraska State Constitution vests the general government of the University of Nebraska in the elected Board of Regents. In *Board of Regents v. Exon*, the Nebraska Supreme Court made clear “the purpose of the constitutional provision was to... establish the Board of Regents as an independent body charged with the power and responsibility to manage and operate the University as free from political influence and control as possible.” Policy development, especially that which furthers both freedom of expression and the University’s mission of teaching, research, and public service, is a responsibility of the Board of Regents that cannot be delegated. Accordingly, the Board opposes any Legislation which usurps the power or duties of the Board.”

#### **6. Continuous Appointment and “Tenure Clock”**

Another important item from the January Board of Regents meeting is that the Board approved an amendment to the Bylaws of the Board of Regents, Section 4.10, Total Period of Service Prior to a “Continuous Appointment”. In essence, this means that the “seven year rule for service on an Appointment for a Specific Term prior to acquisition of a Continuous Appointment is absolute except for adjustments that the President may authorize in the case of interruptions in full-time service at the University due to leaves of absence due to maternity, disability or family and medical leave.” (From the Minutes) This solidifies the current policy in a manner favorable to faculty.

#### **7. Other News**

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](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 to display. As a UNO faculty member parking at UNMC, I am often asked to use Lot 50 off Emile St. (which is just across the street to the South of the main public parking garage for the UNMC hospital).

In early January, 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.

In closing, thank you for enduring a very long update on news that affects faculty. It is very helpful to me when you send your comments and suggestions. If you would like me to visit your department, please let me know – I am happy to do that at any time. You are wonderful colleagues and are making it a pleasure to do this work even in the midst of considerable activity. Thank you and let me know how the Senate can assist and represent you.

Sincerely,  
Laura Grams  
Faculty Senate President

**B. Secretary/Treasurer Report:** Senator Landow reported

**1. EC&A:** January 24, 2018

Sr. Vice Chancellor and Administrators Comments:

The SVC noted that information coming from the budget meeting could lead to interesting innovations in all areas of the campus. The HR representative for faculty indicated the she is working to document credentials, and indicated that the faculty and department staff has been very helpful. The HR department is also working on a protocol for international hires. Student Affairs stated that the university continues to work on plans to support DACA students as national events unfold.

Updates

Resolution 4279

AVC Smith-Howell stated that it is rare that academic freedom, tenure and grievance committee work be needed in the summer. SVC Reed asked that the administration work up a proposal to be reviewed by the executive committee. Chancellor Smith-Howell said she would have a draft ready by the February meeting.

Server for Personal Websites

SVC Reed said the administration is working on a plan.

FUSE/GRACA

President Grams talked to the Chancellor and he is supportive of the issues the faculty is concerned about.

Resolutions

Resolution 4316

Replace Samantha Clinkinbeard with Troy Romero

Resolution 4317

Approve proposal for MA in Applied Behavior Analysis

Resolution 4318

Name Chris Kelly as Faculty Senate President-elect.

Resolution 4319

Rename Parking Advisory Committee

**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	1/24/18			Acknowledged
4318	12/13/17	Faculty Senate President – Elect	1/24/18			Acknowledged
4317	12/13/17	Approval of the Proposal for a MA in Applied Behavior Analysis	1/24/18			Acknowledged
4316	12/13/17	Permanent Replacement of CPACS Senator Samantha Clinkinbeard	1/24/18			Acknowledged
<b>TO BE FOLLOWED UP</b>						
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 3/15/17 4/19/17 1/24/18			<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.  - 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.  AVC Smith-Howell stated that it is rare that academic freedom, tenure and grievance committee work be needed in the summer. SVC Reed asked that the administration work up a proposal to be reviewed by the executive committee. Chancellor Smith-Howell said she would have a draft ready by the February meeting.</i>

**2. Treasurer's Report:** Senator Landow gave the January 2018 Budget Report.

**IV. Executive Committee Report:** Senator Barone moved the next three resolutions for the Committee. All passed.

**A. RESOLUTION 4320, 2/14/18: Temporary A&S Senator Replacement**

*Faculty Senate Minutes –2/14/18*

**BE IT RESOLVED** that Senator Tammie Kennedy will be on Paid Professional Leave for Spring 2018; the following A&S faculty member will temporarily replace her:

Amber Rogers.

.....

**B. RESOLUTION 4321, 2/14/18: Temporary CFAM Senator Replacement**

**BE IT RESOLVED** that due to Spring 2018 class scheduling, Scott Glasser seeks a one-semester/temporary replacement. The following CFAM faculty member will temporarily replace him:

Marlina Davidson.

.....

**C. RESOLUTION 4322, 2/14/18: Newly Elected Senators (term: 2018-2021)**

**BE IT RESOLVED** the following have been elected to the UNO Faculty Senate by their colleges (term: 2018-2021)

College of Arts & Sciences (5)	Brady DeSanti Bob Woody Ramazan Kilinc Iulia Podariu Claudia Garcia
College of Business Administration (1)	Ziaul Huq
College of Communication, Fine Arts & Media (2)	Tomm Roland Shelly Cooper
College of Education (1)	Jeanne Surface
College of Information Science & Technology (1)	Sajda Qureshi
Criss Library (0)	(mid-term)
College of Public Affairs & Community Service (2)	Jooho Lee Amy Anderson

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**D. Travel BRT and other BRT suggestions:**

FYI: NU Central Admin requested that UNO recommend faculty participants for the Travel Budget Response Team (BRT), and that other comments and suggestions be sent. Senator Grams has suggested two faculty members, Lucy Morrison (Honors) and Jason Coleman (H&K).

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

**E. RESOLUTION 4323, 2/14/18: Freedom of Expression**

**WHEREAS** the University of Nebraska Board of Regents at its January 25, 2018 meeting voted to approve a new policy on Freedom of Expression; and

**WHEREAS** the NU central administration circulated the policy in advance to all constituencies, including faculty, staff, and students at UNO and other campuses, and made changes to the policy draft based on input from UNO faculty and others; and

**WHEREAS** the Facilities Use Policy to be developed for UNO as referenced in the Freedom of Expression Policy will be reviewed by UNO Faculty through its representation on the UNO Campus Policy Committee;

**THEREFORE BE IT RESOLVED** that the UNO Faculty Senate affirms the Policy on Freedom Expression adopted by the Board of Regents at its January 25, 2018 meeting and commends the NU administration for incorporating input from faculty constituencies and others in the development of this policy.  
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**V. Standing Committee Reports**

**A. Committee on Academic and Curricular Affairs:** Senator Miller reported the Committee met Jan. 24, 2018, Criss Library, room 307.

Committee Members Present: Connie Schaffer, Kelly MacArthur, Stan Wileman, Burch Kealey, Craig Maher and Holly Miller

Guests Present: Doug Derrick and Keristiena Dodge

Guests were introduced and all were welcomed.

**New Business:**

There was one agenda item for this meeting, the review of a proposed MS in IT Innovation. Doug shared a brief history of how the proposal originated and the growing number of students (2 majors in 2012 and 86 majors now) that support the need for this program. Prior to the meeting Keristiena had been asked to secure clarification from Dr. Smith-Howell regarding the A&CA committee's budget obligations. Keristiena provided the clarification that the budget tables are based on rules set for the program proposal purpose. The committee should review the budget and provide comments, but we should not let the budget block our approval of a proposed program. Senior administration will not let a program advance if the budget is problematic. A&CA committee members posed content and procedural questions. There were extended discussions of the following topics:

- Students accepted to this program need a coding foundation in order to execute ideas.
- Expanding the 'stated need' from external sources would be more persuasive. All research citations were from 2014 or earlier. Adding more recent support material from highly respected sources would strengthen the proposal.

- There is no GRE requirement
- The 4 + 1 statement is confusing, so consider removing it
- What is the plan for dealing with transfer credits? The relative uniqueness of this program may limit this concern, but the process should be clearly addressed
- Nine graduate hours seemed high for a prerequisite to this program, however Doug and Stan shared that it was typical prerequisite for IT.
- There needs to be criteria for probation or dismissal.
- The need for an interview prior to acceptance was discussed, as was the demand for classes from non-degree students.
- Doug assured us that the current faculty will be adequate without relying on the faculty listed from other areas. Perhaps a remark that those listed have appropriate backgrounds, but will not be needed (or consistently needed) for the program would clarify this concern.
- The proposal states that “no new faculty will be needed” and this topic was discussed at length including capstone obligations, intense faculty demands and program growth. Doug explained that two current faculty members who have been on a reduced load will teach courses for the proposed program. The current GPC will continue managing all graduate programs for the department.
- The pressure for faculty members to secure grant funding.
- A significant number of IT grants come from capstone projects.
- Will students enrolling in this proposed program be “fresh growth” or will they be pulled from other UNO programs?
- The cost for a GA with benefits was discussed.
- Timing was mentioned. If this program can be implemented with no additional costs for faculty members or other resources, then that supports the Governor’s recent comments that the University has adequate funding and cutting state dollars does not need to impact programs.

Guests were thanked for their time and left. Committee members continued their discussion of the proposed MS in IT Innovation. The committee voted to approve the proposal without reservations. Burch volunteered to write the resolution which will be brought to the full senate in February.

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Senator Miller moved the following resolution for the Committee.

Senator Elder moved and Senator Davidson seconded an amendment to the resolution. It failed.

The original resolution then was passed.

**RESOLUTION 4324, 2/14/18: Approval of the Proposal for a MS degree in Information Technology Innovation.**

**WHEREAS** Information Technology (IT) Innovation differs from a typical IT degree because it takes a more holistic and immersive approach to the ideation, design and development of an IT-based innovation as well as developing an emphasis on the entrepreneurial realization of this innovation as a profitable or sustainable product or service. This program recognizes the centrality of the integration of technology, creativity, interdisciplinary collaboration, innovation and the arts for success in the 21st century workforce and,

**WHEREAS** University of Nebraska at Omaha faculty are particularly well placed to welcome students engaging in broader areas of innovation than many other universities because of our Urban-Rural connections. Our students have the opportunity to capitalize on both the Fortune-500 presence in Omaha as well as the unique relationships our University shares with organizations such as the Rural Futures Institute and,

**WHEREAS** the School of Interdisciplinary Informatics has a well-established BS in IT Innovation that has placed graduates in Fortune-500 companies. Other students have taken the skills and practices they learned in pursuit of their BS degree and started a number of growing entrepreneurial enterprises and,

**WHEREAS** this program was developed in response to calls from graduates of the BS in IT Innovation as well as their employers and others with more traditional undergraduate degrees from inside and outside the University looking to develop the skills to combine their passion with the wherewithal to complete the cycle from idea development to commercialization and,

**WHEREAS** students graduating with this degree will be prepared to join the workforce in Nebraska and improve the economic opportunities for themselves and others across the State,

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



**Old Business:**

Academic Integrity Policy – Holly and Laura Grams were contacted by Dr. Shereen Bingham, campus ombudsperson, with concerns linked to the Academic Integrity Policy passed by Faculty Senate during the spring of 2017. Holly met with Dr. Bingham on 1/23/18 to discuss her concerns. These concerns will be brought to the next A & C A meeting for consideration.

Faculty Handbook –Dr. Candice Batton has indicated that establishing ‘best practices’ for faculty members may be a way to respond to requests from student government. Although the A & C A committee has not been tasked with this request, the conversation was an extension of a concern discussed by the committee during the spring of 2017. If the intent is to identify and institutionalize “best practices” as norms, then they should be included in a faculty handbook and presented during initial faculty orientation. These decisions do not fall within the purview of the A & C A committee, so the issue was dismissed.

**For the Good of the Order:**

One issue was discussed.

**PENDING:**

- 1. Committee members agree to consider proposed changes to the Academic Integrity Policy in their Feb. 28, 2018 meeting.
- 2. **UNO SGA Student Success recommendations** (*EC&C sent this to A&CA 1/7/18*)

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

FYI: E-mail received 2/5/18 from Senator Adams:

*At Friday's English Department meeting, as we discussed Dual Enrollment and other issues, a new program in the Millard School District dominated much of our discussion and members of the department asked me to take this issue to Faculty Senate. In short, our department has concerns about the various impacts of a program called Early College High School*

*<http://mshs.mpsomaha.org/academics/early-college-high-school> The program says high school students can earn an Associate degree from Metro and that those credits will fulfill the general education requirements at UNO. Members of my department are concerned about how this might threaten enrollments at UNO and about the quality of such a program (it seems, for example, that a 10<sup>th</sup> grade English course could satisfy the English 1150 writing requirement at UNO). I would like to put this on the EC&C agenda as a point of discussion to determine if faculty in colleges beyond Arts and Sciences are also concerned about such a program.*

- B. Committee on Educational Resources & Services:** Senator Robins “passed the hat” and collected \$97.00. This will be deposited in the Paul Beck Scholarship fund.

**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.

**C. Committee on Faculty Personnel & Welfare:** Senator Elder **reported the**

Committee met January 31, 2018, 2:30-3:30p.m.

Present: Dale Tiller, John Noble, Griff Elder, Marshall Prisbell, Pauline Brennan, Amber Rogers

This was a planning meeting for the Spring.

At our Feb 28 meeting (hosted by Senators Amber Rogers and Marshall Prisbell in ASH 196),

AVC Deb Smith-Howell will present a compensation proposal that addresses Resolution 4279 12/14/16: Grievance Committees Summer Compensation.

Senator Marshall will report on what happens at the Parking Advisory Committee on Feb 15 when they discuss changing the name of the committee in response to Resolution 4319 12/13/17: Rename Parking Advisory Committee

At our Mar 28 meeting (hosted by Senator Dale Tiller in PKI, room unknown), we plan to invite Gina Toman to discuss Resolution 4282: Expenses associated with visas for international hires, AND a website for Faculty/State Safety Processes.

At our Apr 25 meeting (hosted by Senator John Noble H&K 205), we plan to invite VC Dan Shipp to tell us about the status of the Wellness Reimbursement Program.

We also plan to assess where we are with each of the issues that we have been concerned with this year to determine whether any should roll over into 2018/2019.

**PENDING:**

- 1. 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.

- 2. 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**

- 3. Visa Issues: Are they consistent college to college.**

*(1/10/18: Put on EC&A agenda.)*

- 4. 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.

- 5. 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.)*

**D. Committee on Goals and Directions:** Senator Arbelaez reported the Committee met January 31, 2018, 2.30 p.m. ASH 288-D History Department Meeting Room Present: Bradley Bereitschaft, Richard Stacey, Christopher Kelly, Hamid Sharif-Kashani, Daniel Hawkins, and Maria Arbelaez

We met and discussed our working agenda related to pending matters we will address the spring semester 2018.

Our decisions:

1. Facilities Planning and Faculty Representation. Bradley Bereitschaft will represent G&D and the Senate at the meetings of the committee.
2. Unit Based Recruitment. We will bring the issue to the EC&C. We want Omar Correa, and Hank Robinson to present the Senate the information concerning recruitment and retention. We consider it is a matter of debate and resolution at the Senate.
3. DACA-DREAMERS. We want information about planned measures the University might have prepared of an eventual NO DACA deal. In particular, we want to know if the administration has any course of actions concerning possible requests for documentation of DREAMERS and potential visits-raids from HS-ICE. We would suggest a visit to the senate of Campus Security and Legal Administrative Team to answer these questions.
4. We will insist in a MavCreed response.
5. We want to ask parking what is the rationale for users of parking lots to pay daily instead of weekly or in advance.

**Pending:**

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

**E. Professional Development:** Senator Boron reported the PD Committee met January 31, 2018.

Senators Adams, Nordman, Cast-Brede, Winter, Feng, and Blaskewicz Boron, were in attendance.

Our committee focused our efforts on drafting questions for a survey about FDF policies/procedures that will go out to Deans. Our committee should have a draft of this survey to share at the next EC&C meeting, with the hope that it will then be shared at the next full senate meeting and/or go out to Deans ASAP.

The survey draft can be found here:

[https://unomaha.az1.qualtrics.com/jfe/form/SV\\_9GeocLdjLd3NRY1](https://unomaha.az1.qualtrics.com/jfe/form/SV_9GeocLdjLd3NRY1)

Our committee also briefly discussed the faculty website issue that is currently being dealt with by EC&A. We are aware that pending the outcome of an upcoming meeting, this issue may come to our committee.

No new business was introduced.

**PENDING:**

1. **Faculty Professional Development Leave policies/procedures:**  
(*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 moved the following resolution, which passed.

1. **RESOLUTION 4325, 2/14/18: Replacement on UCAT**

**BE IT RESOLVED** that the following name go forward to complete the remainder of Leah Pietron’s term (through 6/30/18) to the University Committee for the Advancement of Teaching (UCAT):

Margaret Hall, IS&T (Interdisciplinary Informatics).

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**PENDING:** The all UNO faculty survey for positions on campus and university committees will be sent out soon.

**VI. Ad hoc Committees**

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

**A meeting was held January 29, 2018.**

**Present:** Destynie Sewell, Elli Rogan, Amar Natarajan, Glenda Woseyna, Beth Beam, Mark Shriver, Dhundy Bastolei, Timi Barone

**Absent/Excused:** Suzanne Sollars, Adam Tyma, Connie Schaffer, Cathy Gebhart, Emily Glenn, Debra Reilly, Craig Maher

**Meeting Report:**

1. Update on Parking and Library: Group briefly discussed the updates provided by respective Faculty Senate Presidents.
2. Review Transition Team report

The group briefly discussed the Transition Team report and noted that its contents were focused solely on UNO, not UNMC.

3. Thoughts on Shared Administrators

We started with brief discussion about how revenue streams were separate for each campus and the difficulty this may pose for the joint VC for business and finance. In general, the group felt that sharing administrators was mostly advantageous so far and it was helping collaborative efforts move forward more easily—for example grants from joint researchers. There was also some discussion regarding whether having a joint chancellor had potential for problems that had yet to occur. For example, what if the needs of each campus were in conflict, which campus would the chancellor advocate for and how would they decide?

4. Thoughts on Base budget apportionment

As with the transition report, the group felt that this was not something that affected both UNO and UNMC, as UNMC is not really affected in the same way that UNO and UNL are.

5. New Business

- a. Remove roadblocks to collaborative teaching

Several members provided examples of problems with faculty on one campus teaching a course on the other campus. Some examples included: the difficulties cross-listing courses across campuses, developing curriculum collaboratively (e.g. what committees would it have to go through, what forms

to use, etc), and how assigned faculty time would be handled when teaching on the other campus. There are probably other roadblocks that the committee members are unaware of. There was also discussion about incentivizing collaborative teaching efforts.

**Recommendation:** Talk to the joint programs to identify roadblocks and figure out how these situations can be streamlined.

- b. Remove roadblocks for students who take classes on each campus

Committee members discussed the difficulties students encountered when attempting to enroll in classes on both campuses. For example, sharing of the same information between registrar's offices and financial aid offices is apparently infrequent and it is frustrating for students to have to provide the same information twice. The committee would also like the campuses to share immunization information, and create a separate immunization status category for students not involved with patient care (which would reduce the number for them).

**Recommendation:** Set up meetings for the registrars and financial aid officers on each campus to let them figure out how to streamline this process. It was also suggested that relevant IT staff be included as they may be required to implement changes as a consequence of any decisions.

- c. Remove roadblocks for research collaboration.

Committee members discussed this as well. The sense was that there might be fewer issues in this area. Nevertheless, there was a suggestion that research offices at each campus could come together and discuss procedures.

- d. Travel

Changes to travel planning will require all faculty to book their own travel, instead of staff. Two problems with this policy were discussed. First, it made organizing group travel more problematic without an organizing point person. Second, there was a question raised about whether this was really a savings given the cost of faculty vs. administrative assistants' time.

## VII. New Business

### A. Activate Budget Advisory Committee (Composed of Magie Hall, Craig Maher, Michael O'Hara)

Without objection President Grams passed the gavel to Vice President Barone in order to move that the UNO Budget Advisory Committee should be activated. Senator Arbelaez seconded the motion, which passed. The Budget Advisory Committee should look at the list of shared positions, between UNO and UNMC, which are listed below, and any others they find, to see which budget the salary is charged to, UNO or UNMC, or a combination. (Where the money comes from and where it goes to.)

#### Shared UNO-UNMC administrative leadership as of 2/2018:

- Chancellor
- Vice Chancellor of Business, Finance, and Economic Development
- Vice Chancellor of Student Success
- Vice Chancellor of External Relations
- Interim Associate Vice Chancellor for Global and Student Support

- Interim Assistant Vice Chancellor of UNMC Academic Affairs, Interim Director of UNMC Student Services, Director, UNO Student Conduct and Community Standards
- Assistant Vice Chancellor for Wellness

Senator Grams moved the following resolution. Senator Miller seconded. Senator Elder moved to amend the resolution, and Senator Kelly seconded, to add “and consequently to the UNO” in the fifth paragraph. The amendment passed. The amended resolution then was passed.



**B. RESOLUTION 4326, 2/14/18: Budget**

**WHEREAS** around \$46 million has been cut from the current year (2017-18) of the NU budget, and Governor Ricketts has asked that another \$11 million be cut in 2017-18, and another \$23 million cut in 2018-19; and

**WHEREAS** UNO’s administrative leadership had approximately two weeks to prepare recommendations to NU President Bounds for addressing a cut of this magnitude; and

**WHEREAS** Chancellor Gold and Senior Vice Chancellor Reed communicated directly with Faculty Senate leadership throughout this process, and with the entire campus community as soon as they were able to make examples of the potential budget cuts public; and communicated (1) specific criteria by which decisions would be made, (2) the process for developing proposals, (3) a clear emphasis on shared values and respect for the human beings affected by these proposed cuts, and (4) strategies for maintaining UNO’s continued excellence and advocating for UNO in the wider community; and

**WHEREAS** the examples of the cuts that have been shared publicly represent only a portion of the full academic and other cuts that would be required to meet the Governor’s recommendations; and

**WHEREAS** the proposed cuts to the NU budget and consequently to the UNO budget will reduce the opportunities available to students and employers across the Metro area and the state of Nebraska, including reductions in support for career development, community engagement, rural and small business development, and partnerships with veterans and the military; and

**WHEREAS** reductions to programming at Offutt Air Force Base could adversely impact UNO’s nationally recognized excellence in serving military students and veterans; and

**WHEREAS** proposed cuts also impact true gems in UNO’s long history of community service and engagement, particularly the NBDC and KVNO; and

**WHEREAS** academic programs, and faculty lines across multiple colleges, including

the College of Business, College of Education, and College of Public Affairs and Community Service, will be cut and thereby foreclose educational opportunities for students; and

**WHEREAS** increased tuition or differential tuitions could result in immediate reduction of access to higher education for Nebraska students and families, particularly first-generation and underserved student populations;

**BE IT RESOLVED THAT** the UNO Faculty Senate recommends that solutions be pursued to reduce these potential cuts and their harmful impacts; commends President Bounds, Chancellor Gold, Senior Vice Chancellor Reed, and other administrative leaders for their vigorous advocacy for UNO and NU; appreciates the efforts administrative leadership have taken to include UNO Faculty Senate leadership in discussions of the potential budget cuts; and encourages continuing inclusion of faculty, staff, and students in the budget process going forward.

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As there was again no objection, Vice President Barone passed the gavel back to President Grams.

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

**IX. Announcements**

**A. EC&A Mtg:** Wednesday, February 21, 2018, 2 p.m., EAB 200

**B. EC&C Mtg:** Wednesday, March 7, 2018, 2 p.m., ASH 196

**C. Faculty Senate Mtg.:** Wednesday, March 14, 2018, 2 p.m., **MH 215**

<b>Schedule for 2017-2018</b>	
<b>EC&amp;C Meetings</b> (Usually 1 <sup>st</sup> Wednesday of month) (ASH 196)	<b>Faculty Senate Meetings</b> (Usually 2 <sup>nd</sup> Wednesday of month) (Usually in CEC 230/231)
	<del>June</del>
*July 12	<del>July</del>
*August 9	August 16, 2017 (Retreat) (3 <sup>rd</sup> 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