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Faculty Senate Minutes August 1997

UNO Faculty Senate

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UNO Faculty Senate Minutes
Wednesday, August 21, 1997, 2:00 P.M., MBSC Dodge Room

The Faculty Senate of the University of Nebraska at Omaha met on Wednesday, August 21, 1997, at 2:00 p.m. in the Dodge Room of the Milo Bail Student Center.
The president, Shelton Hendricks, presided.

In Attendance: Brown, Bruckner, Bykerk, Camp, Carlson, Carroll, Clute, Deichert, Diamond, Francke, Gessaman, Harland, Harrington, Hendricks, Johnson, Lee, Lewis, S. Maher, McKay, Mundell, Nazem, Newton, Reidelbach, Rogers, Russell, Schwer, Serenco, Skreija, Stolen, Suzuki, Topp, Valle
Those Excused: Arbalaez, Aschenbrenner, Bradshaw, Krause, H. Maher, Ravichandran, Stacy
Those Absent: None

Senator Hendricks asked for approval of the July 9, 1997, minutes (agenda attachments 5-10). The minutes were approved as submitted.

Officers Reports

President's Report: Shelton Hendricks

Board of Regents Meeting 07/26/97

Items of Particular Interest to UNO: The board approved the appointment of Nancy Belck as UNO chancellor and professor with tenure in the Department of Educational Administration.

The board approved a \$900,000 contract between UNO and UNOCAL Central Asia Ltd. to establish an Afghan training and education program in Pakistan and Afghanistan.

The board approved a contract with Pinnacle Sports Productions to broadcast of UNO hockey and football games.

The board approved the appointment of the Faculty Academic Policy Committee of the UNO College of Continuing Education.

The board approved degrees to be awarded at UNO.

Other Items: The UNL Geology Department was renamed as the Department of Geosciences, and the meteorology-climatology program was moved from the Department of Geography to the newly named and restructured department.

Early Retirement Policy: Senator Hendricks has a draft proposal for a NU early retirement program (agenda attachments 11-13). Relatively rapid feedback is requested.

NCA Final Report: The senate office has received the final NCA report. It is not substantially different from the draft. Interim Chancellor Peck has requested that there be some discussion of the report at the faculty senate retreat (agenda attachments 14-17).

Two new College of Education senators have joined the senate: John Hill replaced Jack McKay, and Wilma Kuhlman replaced Neal Topp.

Chancellor Belck: Chancellor Belck will be speaking at the September 10, 1997, faculty senate meeting preceded by a reception for senators from 1:30 to 2:00 p.m.

The faculty breakfast has been rescheduled for Monday, September 8th, so that Chancellor Belck can be in attendance.

The CBA bylaws were revised to eliminate two BSBA specializations. This information was referred to the Committee on Academic and Curricular Affairs.

The revision of the Professional Conduct Committee's rules and procedures was referred to the Committee on Faculty Personnel and Welfare to make the rules and procedures consistent with federal bylaws.

The implementation of Lotus Notes is underway campus-wide (agenda attachments 18-19).

Faculty Senate Presidents Meeting with President Smith 08/20/97:

Budget: President Smith stated that he does not see the budget as set-in-stone and that when money is given to each campus; each campus administration has the authority to spend that money as they see fit.

Slow Death on the Great Plains: President Smith referred to an article called "Slow Death on the Great Planes," which views the northern plains as the part of the nation least likely to share in population growth over the next few years and that may instead experience a population drop resulting in a reduction in the number of students attending college. Copies of this article are available from the senate office. One of the suggested responses, which could have an impact on the NU system, is the elimination of duplicate programs within the university. President Smith also encouraged the use of modern technology, stating that it can free up time for faculty to work on program development and research.

Report of Faculty Benefits Task Force: Senator Hendricks reported that the Faculty Benefits Task Force has found that the benefits currently offered on each of the NU campuses rank below those of their peers. Unfortunately, this is not likely to change; however, there is the possibility of some improvement in life and disability insurance. Senator Hendricks charged the Committee on Faculty Personnel and Welfare to review the task force report.

Gender Equity Task Force: President Smith promised the Gender Equity Task Force that he will not release the report until he has met with them on August 28th. The report drew an unusually high response of 50%.

New Positions in Central Administration: Four new positions in central administration have been mandated by the regents: 1) one additional attorney completely devoted to the medical center and its merger to reduce outside legal fees; 2) a facilities coordinator, which position was motivated by costs which also arose from the medical center; 3) an office to deal with issues of diversity; and 4) an auditor.

K-16 Initiative: The K-16 initiative envisions future education as a kindergarten through college sequence rather than the traditional kindergarten through 12th grade. It is hoped by having K-12 and institutions of higher education work together students will be better prepared for a natural continuation from high school to college. The time has arrived where college is viewed as the expected minimum education instead of high school. This issue has an important implication for the College of Education since it will affect teacher training and re-training. There is also some talk of additional roles at the university level.

Early Retirement: It was noted that the program will be reviewed at the five-year point to determine if it is successful. The bottom line is to see if the plan will save the university any money.

Post-Tenure Review: No one campus has stepped forward at this point with a post-tenure review plan. President Smith stated that creating an acceptable plan is mandatory.

Secretary/Treasurer's Report: Gordon Mundell

On behalf of the Executive Committee, Senator Mundell presented the June 29, 1997, budget report (agenda attachment 20), the June 30, 1997, year-end budget report (handout 1); and the July 31, 1997, budget report (handout 2).

Vice President's Report: Judith Harrington

On behalf of the Executive Committee, Senator Harrington presented the Council of Academic Deans' July 24, 1997, revised agenda (agenda attachment 21). She further noted that she was out of town and therefore unable to attend the meeting. Minutes will be on file in the senate office for review.

Executive Committee and Cabinet Report:

Recommendation with Respect to Chancellor Candidates: The Executive Committee and Cabinet did not take a position on candidate for UNO chancellor.

Commencement Marshals: Senator Hendricks elaborated on the current procedure for electing marshals, noting that emeritus faculty are asked to serve during the summer; however, most generally decline the privilege. The issue was referred to the Committee on Faculty Personnel and Welfare.

Draft of Early Retirement Plans: Since this issue was discussed thoroughly in the morning session, there was no further discussion at the senate meeting. The Committee on Faculty Personnel and Welfare was charged with reviewing the plan and reporting back to the senate.

On behalf of the Executive Committee, Senator Harrington moved the following:

WHEREAS, the Faculty Senate of the University of Nebraska at Omaha's constitution and bylaws require modification and updating due to cumulative changes in recent years; therefore,

BE IT RESOLVED, that the faculty senate establish an ad hoc committee for the purpose of reviewing its constitution and bylaws and recommending appropriate modifications; and,

BE IT FURTHER RESOLVED, that said ad hoc committee be made up of knowledgeable members of the faculty, not necessarily limited to incumbent senators; and,

BE IT FURTHER RESOLVED, that the Rules Committee is requested to recommend to the senate at its September meeting the names of six to eight faculty members to serve on the ad hoc committee, which once established is to report its recommendations to the senate as soon as practicable.

Senator Hendricks explained the need for revision of the governance documents of the senate.

The motion passed unanimously.

Standing Committee Reports

Rules Committee: Arthur Diamond, chair.

On behalf of the Rules Committee, Senator Diamond moved the following:

BE IT RESOLVED, that the following names go forward as a nominations for a two-year appointment to the Outstanding Teaching and Instructional Creative Activity Award (OTICA) Selection Committee (vitae required):

Kris Berg
Diane Gillespie
Dan Sullivan

The motion passed unanimously.

On behalf of the Rules Committee, Senator Diamond moved the following:

BE IT RESOLVED, that in accordance with Section 1.1 of the University of Nebraska at Omaha Professional Conduct Committee's Rules and Procedures, the following six nominees (tenured faculty) are brought forward by the Rules Committee for ballot (handout 3) election by the full senate as follows:

One representative must be elected to complete the term of resigning faculty member, Jack McKay, from August 21, 1997, through October 15, 1997. This representative will then serve as an alternate for three years from October 16, 1997, through October 15, 2000.

One representative must be elected to serve a three year term from October 16, 1997, through October 15, 2000, to replace the faculty member elected above (2a). This representative will then serve as an alternate for three years from October 16, 2000, through October 15, 2003.

One representative must be elected to serve a three-year term from October 16, 1997, through October 15, 2000, to replace outgoing member Margaret Gessaman. This representative will then serve as an alternate for three years from October 16, 2000, through October 15, 2003.

Darryll Lewis, BA
Kim Sosin, BA
John Christensen, ED
John Hill, ED
Betty Hickman, IS&T
Justin Stolen, IS&T

Senator Diamond explained the ballot process and the need for wide-spread representation on the Professional Conduct Committee.

The motion passed to approve the names on the ballot.

The ballots were collected and tallied by Senators Harrington and Mundell. Those chosen were: John Hill, College of Education; Darryll Lewis, College of Business; Justin Stolen, College of Information Science and Technology.

Committee on Faculty Personnel and Welfare: Robert Carlson, chair.

No report, committee did not meet in July.

1996-97 Annual Report (agenda attachments 22-23)

1997-98 Agenda: Senator Carlson reported the agenda for coming year would cover the following issues: a) review of the early retirement policy; b) revision of the Professional Conduct Committee rules and regulations; c) revision of the criteria for selecting commencement marshals; d) re-examination of the guidelines for reappointment, tenure, and promotion; e) campus safety issues; f) review of fringe benefits; g) review of the report of the blue ribbon panel on part-time faculty (after it is reviewed by the Academic and Curricular Affairs Committee); h) review of the gender equity report; i) dual career couples; and j) periodic professional leaves.

Discussion followed on including diversity along with gender equity. Senator Hendricks stated that a system-wide task force may be formed to look into this issue but that should not interfere with the senate taking action now.

On behalf of the Committee on Faculty Personnel and Welfare, Senator Carlson proposed the following resolution for review only.

WHEREAS, in principle, we support the concept of an university wide early retirement policy, and

WHEREAS, we have concerns that the proposed early retirement policy has significantly less financial incentives than previous early retirement policies offered by the university, and

WHEREAS, we have concerns relating to and oppose the discriminatory appearance of the different percentages based on age within the tenure buy out plan, and

WHEREAS, we have concerns about excluding individuals who decline participation from participation in any subsequent early retirement plans, and

WHEREAS, we have concerns about the lack of specific details relating to benefits, especially insurance coverage for spouses and dependents, in the proposed early retirement policy, and

WHEREAS, phased retirement is currently an individually negotiated option for faculty; therefore,

BE IT RESOLVED, we recommend an early retirement plan with more of a financial incentive (e.g. one year salary paid over three years) that does not discriminate based on age and that has a specified (e.g. five year) exclusion, as opposed to a permanent exclusion, from future early retirement plans; and,

BE IT FURTHER RESOLVED, that details relating to benefits including insurance coverage, in particular for spouses and dependents, for those selecting the early retirement option be provided; and,

BE IT FURTHER RESOLVED, that a formal phased retirement plan be integrated with the early retirement plan.

No action will be taken on this resolution until the September 10th meeting.

Committee on Professional Development: M. Martha Bruckner, chair.

No report, committee did not meet in July.

1996-97 Annual Report (agenda attachments 24-35)

1997-98 Agenda: Senator Bruckner reported that the following issues will be addressed in the coming year: a) continue oversight of the University Committee on Research and the University Committee on the Advancement of Teaching; b) develop a statement of what issues are covered by the Committee on Professional Development; c) survey all deans for their perception of professional development, asking if they believe the responsibility lies with of each college; d) meet with the Sponsored Projects' officers to see how they perceive professional development; and finally e) develop a statement defining professional development and meet with the chancellor to discuss this issue.

Academic and Curricular Affairs: John Newton, chair.

No report, committee did not meet in July.

1996-97 Annual Report (handout 4)

1997-98 Agenda: Senator Newton reported the following agenda items for 1997-98: a) re-examine the tenure review issue for the purpose of presenting a report to the senate; b) meet with Professor Trussell to discuss international business; c) look into the revision of the academic calendar, including the impact of educational technology; and d) review the part-time faculty issue, particularly those areas involving academic considerations that stemmed from the last report.

Committee on Educational Resources and Services: John Reidelbach, chair.

No report, committee did not meet in July.

1996-97 Annual Report (handouts 5 & 6)

1997-98 Agenda: Senator Reidelbach reported the following possible agenda items for 1997-98: a) review committee responsibilities; b) meet with Randy Sell, director of financial aid, on September 24th to review procedures for the Paul L. Beck Memorial Faculty/Staff Scholarship; c) look into the Computing and Data Communications' budget, scope, and responsibilities; d) consider new materials for the library; e) address cross concerns with the Committee on Academic and Curricular Affairs; f) review high tech classrooms; g) maintenance issues; h) lack of software/hardware compatibility 9) Lotus Notes; 10) training, hardware and oversight responsibility; i) responsibility for international programs; and 10) investigate how student retention data is gathered.

Senator Diamond asked the committee to find out why UNO was the only campus that did not ask for faculty input before implementing Lotus Notes.

Committee on Goals and Directions: Loree Bykerk, chair.

No report, committee did not meet in July.

1996-97 Annual Report (agenda attachments 36-38)

1997-98 Agenda: Senator Bykerk reported the following committee goals for 1997-98: a) review strategic planning, specifically in regard to demographics; b) re-visit concept of the metropolitan university and what that signifies in relation to distance learning; c) monitor the status of graduate programs; and d) re-visit the retention issue.

Budget Advisory Committee: John Newton, chair.

No report, committee did not meet in July.

1996-97 Annual Report (agenda attachment 39)

1997-98 Agenda: Senator Newton reported that the committee's major role is to represent the senate on the Strategic Planning Council, the future of which is uncertain at this time. For this reason, no agenda has been established for the coming year.

Other Committee Reports

AAUP: Joseph Brown

Senator Brown reported that AAUP's Executive Committee met in July and that there was nothing of general interest to report.

Alumni Board: Warren Francke

No Report

Graduate Council: Susan Maher

No Report

Old Business

Tape Recording Senate Meetings (agenda attachment 40): Senator Hendricks reported that Audio Visual has estimated the cost of recording the senate meetings at \$136.00 per meeting, which would exceed the current budget; therefore, recording will be discontinued. He further noted that year-end monies may be considered for the purchase of better recording equipment.

Recording Professional Conduct Committee Meetings: Senator Hendricks noted that the senate is required to cover the recording costs for the Professional Conduct Committee, which run \$75.00 per meeting. The committee is currently in a relatively extensive investigation with the possibility of another case in the near future. Senator Hendricks reported the senate must bear the burden of these expenses unless the cost becomes extraordinary, at which time the administration can be approached to assist with the cost or increase the the senate's budget.

For the Good of the Order

Parliamentary Procedures (agenda attachments 41-42)

Role of Faculty Senate in Shared Governance

Summer Meetings: Recommendation to be Considered in Revision of Constitution and Bylaws
(See VIII B)

Racial Threat at August Commencement

September 5, 1995 Handout from Interim Chancellor Peck.

New Business

1997-98 Senate Information

Meeting Dates (agenda attachment 43)

Committee Chart (agenda attachment 44)

Membership Stats (agenda attachments 45-49)

Senator Hendricks announced that an informal reception will be held at 1:30 p.m. on Wednesday, September 10th, in the MBSC Dodge Room. The senate meeting will open with remarks by Chancellor Belck at 2:00 p.m.

Senator Hendricks reported that the faculty breakfast has been delayed a week to allow the chancellor to settle in before meeting the faculty.

The meeting was adjourned at 4:00 p.m.

Respectfully submitted,

Gordon Mundell
Secretary-Treasurer