

10-8-1997

## Faculty Senate Minutes October 1997

UNO Faculty Senate

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**UNO Faculty Senate Minutes**  
**Wednesday, October 8, 1997, 2:00 P.M., MBSC Dodge Room**

The Faculty Senate of the University of Nebraska at Omaha met on Wednesday, October 7, 1997, at 2:00 p.m. in the Dodge Room of the Milo Bail Student Center.  
The president, Shelton Hendricks, presided.

In Attendance: Aschenbrenner, Becker, Bruckner, Bykerk, Camp, Carlson, Carroll, Clute, Deichert, Diamond, Francke, Gessaman, Harland, Harrington, Hendricks, Johnson, Krause, Kuhlman, Lee, Lewis, H. Maher, S. Maher, Mundell, Newton, Reidelbach, Rogers, Russell, Skreija, Stacy, Valle  
Those Excused: Bradshaw, Brown, Serenco, Suzuki  
Those Absent: Hill, Nazem, Ravichandran, Schwer, Stolen

Approval of the September 10, 1997, minutes (agenda attachments 1-3)

Officers Reports

President's Report: Shelton Hendricks

Air Force ROTC: Senator Hendricks introduced Lieutenant Sayeed, education/training officer and freshman level instructor, and reported that he will be attending the monthly senate meetings to get more involved with UNO faculty.

New Senator: Senator Hendricks introduced Senator Gordon Becker and explained that he is replacing Senator Arbelaez for the fall semester only. Senator Arbelaez is unable to attend meetings because of a schedule conflict.

Establishment of a Chancellor's Council: Chancellor Belck is in the process of reorganizing the structure of meeting groups. She is establishing a council to include vice chancellors, directors, and deans. She is also requesting faculty representation. See item III, B, Executive Committee report. (agenda attachments 4-5)

Strategic Planning Steering Committee: Chancellor Belck intends to establish a steering committee to oversee strategic planning at UNO and requested five or more nominees by October 1<sup>st</sup>. Because of the short time line, the Executive Committee and Cabinet, submitted the names of five faculty members, recommended by the Rules Committee, for consideration. (agenda attachment 6)

Gender Equity: Senator Hendricks discussed with Professor D. Gillespie the findings of the Gender Equity Task Force as they relate to UNO. He also attended the panel discussion and reported that it appears that UNO's problems in this area are more serious than comes through in the report although a good job has been done in recruiting women to the faculty for which deans deserve commendation. The real problem seems to lie with UNO's inability to retain women faculty which reflects significant problems, similar to those on other campuses, with respect to

the way women are treated throughout the campus. UNO suffers by comparison to UNL with respect to the clarity with which policies relevant to gender equity have been promulgated and the consistency with which they have been enforced. Senator Hendricks referred this matter to the Committee on Faculty Personnel and Welfare suggesting that the committee meet with Professor Gillespie. (agenda attachments 7-10)

UNO Gender and Minority Equity Hiring Plan: Vice Chancellor of Academic Affairs, Ernie Peck, asked that the senate comment on the proposed gender and minority equity hiring plan by October 8th. Again, because of the time restraints, the Executive Committee and Cabinet have already acted on this request. Senator Hendricks encouraged comments and/or concerns. (agenda attachments 11-17)

Chancellor Belck agreed to implement resolution 2132, however, she is uncomfortable with the policies regarding incomplete grades, specifically "w's" and "I's." Senator Hendricks referred the issue to the Committee on Academic and Curricular Affairs to review.

Resolution 2132 - 03/13/96: Academic & Curricular Affairs Committee

WHEREAS, the current policy that a grade of incomplete "I" reverts to a grade of "F" following the lapse of one semester penalizes those students who are presumed to have been making satisfactory progress compared with students who are allowed to withdraw from courses by the end of the eleventh week of classes, and,

WHEREAS, a change in this policy would not infringe on the prerogative of instructors to control the incomplete form and to request the registrar's office to extend the period beyond the one semester limit, and,

WHEREAS, a change in this policy is consistent with the decision recently adopted by the Graduate College; therefore,

BE IT RESOLVED, that the Faculty Senate recommends that a grade of "I" should revert to administrative withdrawal "W" after the lapse of one semester following the semester in which such grade is assigned, unless the instructor requests the registrar to extend this period beyond the one semester limit.

To The Chancellor: 03/14/96

Early Retirement = Health Care Only: Senator Hendricks reported that unofficially the word is that retiring faculty who are 59 ½ years old and have ten years of service will have the full amount of their health care benefits (including spouse) paid by UNO until Medicare takes over. He noted that the phased retirement program is being looked at separately. Discussion followed. (agenda attachments 18-20)

Vice Chancellor for Planning and Advancement: A new vice chancellor position is being proposed by Chancellor Belck, the title of which is not firm at this time. Senator Hendricks reported that Chancellor Belck requested this issue be discussed at the October 15<sup>th</sup>, meeting of

the Executive Committee and the administration. Senator Hendricks encouraged feedback stating that Chancellor Belck wants to know what the faculty's sentiments concerning a new vice chancellor are. Discussion followed.

Seating Arrangements: Senator Hendricks noted that after Chancellor Belck remarked on the senate's alphabetical seating arrangement, he thought a little variety might be in order. For this reason, a different seating arrangement will be used each month. Senators were encouraged to speak up at whatever point they figure out the premise behind that month's arrangement.

Secretary/Treasurer's Report: Gordon Mundell

Senator Mundell presented the September 30, 1997, budget report (agenda attachment 21) noting that each expenditure is footnoted. There were no questions nor discussion.

Vice President's Report: Judith Harrington

Senator Harrington presented the Council of Academic Deans' September 25, 1997, agenda (agenda attachment 22) and encouraged everyone to look at the attachment. She noted that the minutes are not yet prepared but will be filed in the senate office as soon as they are available

Executive Committee Report

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

WHEREAS, Constance Claussen has given many years of service to the University of Nebraska at Omaha as teacher, coach, administrator, and fund raiser, and

WHEREAS, this service has brought distinction and recognition to this institution in our community and nation, and broadened support for women's athletics at UNO, and

WHEREAS, her particular service to the cause of women's athletics has been rendered at a critical time in the emergence of women into new roles in society and has contributed significantly to the growing recognition of the importance of sports in the physical, emotional, and social development of young women; therefore,

BE IT RESOLVED, that the Faculty Senate of the University of Nebraska at Omaha, on behalf of the entire faculty, on the occasion of her retirement from the university, expresses its appreciation to Constance Claussen for her many contributions to the University of Nebraska at Omaha.

The motion was approved unanimously.

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

WHEREAS, the UNO Chancellor is establishing a Chancellor's Council on which she is requesting faculty senate representation, and

WHEREAS, the faculty senate president is generally charged with the obligation of representing the senate to the administration; therefore,

BE IT RESOLVED, that the Faculty Senate of the University of Nebraska at Omaha designates its president ex officio to represent the senate on the Chancellor's Council.

The motion passed unanimously.

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

WHEREAS, the proper staffing and functioning of university committees are critical to good management and shared governance at UNO, and

WHEREAS, in recent years, there have been lapses in the appointment process and monitoring mechanism for these committees; therefore,

BE IT RESOLVED, that the faculty senate Executive Committee and the chancellor's office should work together to bring clarity and consistency to the processes by which university committees are staffed and monitored.

Discussion followed in support of the resolution and questioning how to get faculty more involved in governance.

The motion passed unanimously.

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

WHEREAS, the timely evaluation of vice chancellors as established in resolution 1538, is consistent with the good practice of shared governance, and

WHEREAS, the current provision of resolution 1538 that allows only one vice chancellor to be evaluated in a given year has proven disruptive to the orderly scheduling of such evaluations; therefore,

BE IT RESOLVED, that resolution 1538 be amended as below to allow for the evaluation of more than one vice chancellor in a given year.

#### Resolution 1538, May 11, 1983 - EVALUATION OF ADMINISTRATORS

BE IT RESOLVED, that the UNO Faculty Senate recommends to the Chancellor that the following plan for evaluation of administrators be adopted:

The evaluation of UNO administration which incorporates faculty participation shall include at least deans of the colleges, the vice chancellors and the chancellor, and that different means of evaluation be employed for each position.

## VICE CHANCELLORS

The Executive Committee of the Faculty Senate name a review panel of seven tenured faculty members to assist the chancellor in obtaining faculty views concerning the effectiveness of the vice chancellor.

This panel shall develop a list of faculty members who have worked with each vice chancellor, together with faculty members who have special expertise in the vice chancellor's area of responsibility. Senate experience, service on university committees or ad hoc committees within a reasonably recent period of time should provide the basis for such a list. This list shall be presented to the chancellor for review and his suggestions for additional names will be solicited.

The review panel shall prepare and administer a questionnaire to be completed by faculty members for purposes of evaluating the vice chancellors, or members of the panel shall conduct interviews with faculty members for the same purpose, or the review panel shall conduct interviews with faculty members for the same purpose, or the review panel shall do both. Evaluation results shall be summarized by the review panel and presented to the chancellor who will review and incorporate them into his/her evaluation of the vice chancellor.

Each vice chancellor shall be evaluated every three years beginning with the 1983-1984 academic year. No vice chancellor shall be evaluated before his/her third year in office nor shall he/she be evaluated within the same academic year that another vice chancellor is being evaluated.

The motion passed unanimously.

Select Committee: On behalf of the Executive Committee, Senator Harrington reported that the Kim Sosin and Cassia Spohn were elected as faculty representatives for the select committee as provided under section 3.6, of the collective bargaining agreement between the board of regents and the UNO faculty.

### Standing Committees

Rules Committee: Arthur Diamond, chair.

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

In accordance with the Faculty Senate of the University of Nebraska at Omaha bylaws, section 6.1, Committee on Faculty Grievances, the following faculty are brought forward by the Rules Committee for ballot election by the senate to replace Dale Stover (1994-97) as the full professor representative for a three year-term from October 8, 1997, through September 15, 2000:

Robert Egan  
Donald Dendinger

The motion was approved unanimously. The ballot was distributed and the votes tallied by Senators Harrington and Mundell. Donald Dendinger was elected.

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

In accordance with section 6.1, Committee on Faculty Grievances, of the Faculty Senate of the University of Nebraska at Omaha bylaws, the following faculty are brought forward by the Rules Committee for ballot election by the senate to replace resigning associate professor, Elizabeth Smith (1996-1999). The newly elected representative will complete the unfinished term from October 9, 1997, through September 15, 1999.

Hesham El-Rewini  
Deborah Smith-Howell

The motion was approved unanimously. The ballot was distributed and the votes tallied by Senators Harrington and Mundell. Deborah Smith-Howell was elected.

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

In accordance with section 6.1, Committee on Faculty Grievances, of the Faculty Senate of the University of Nebraska at Omaha bylaws, the following faculty are brought forward by the Rules Committee for ballot election by the senate to replace Joseph Brown (1994-97) as the assistant professor representative for a three-year term from October 9, 1997, through September 15, 2000:

Brigette Ryalls  
Leslie Turner

The motion was approved unanimously. The ballot was distributed and the votes tallied by Senators Harrington and Mundell. Leslie Turner was elected.

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

In accordance with section 6.1, Committee on Faculty Grievances, of the Faculty Senate of the University of Nebraska at Omaha bylaws, the following faculty are brought forward by the Rules Committee for ballot election by the senate to replace Robert Carlson (1996-97) as the additional faculty member elected annually without regard to academic rank from the membership of the Committee on Faculty Personnel and Welfare for a one-year term from October 8, 1997, through September 15, 1998:

Andris Skreija

The motion was approved unanimously. The ballot was distributed and the votes tallied by Senators Harrington and Mundell. Andris Skreija was elected.

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

On behalf of the Committee on Faculty Personnel and Welfare, Senator Carlson presented the September 24, 1997, minutes (agenda attachment 23) and reported that the committee's next meeting will be October 29th.

On behalf of the Committee on Faculty Personnel and Welfare, Senator Carlson moved the following:

WHEREAS, it is an honor for faculty to serve as marshals at commencement, and

WHEREAS, the present system of selecting faculty commencement marshals has proven difficult to implement in its entirety; therefore,

BE IT RESOLVED, the following procedure be used to select faculty marshals for commencement: two faculty marshals for each of the spring, summer, and winter commencements within a calendar year will be selected respectively from that year's award winners in the categories of university excellence in teaching, university outstanding research, and college excellence in teaching; no individual will be a marshal twice in the same calendar year. Priority will be given within each category based on years of full-time faculty service at UNO; if a faculty member is unable to serve as a marshal when designated, the honor will pass to the next person on the priority listing. (For example, if two university teaching awards, one university research award, and six college teaching awards are given in a year, the marshals for that year's spring commencement would be the recipients of the two university teaching awards, for the summer commencement the university research award recipient and the most senior of the college teaching award recipients, and for the winter commencement the second and third, in terms of seniority, college teaching award recipients.)

The motion was passed unanimously.

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

On behalf of the Committee on Professional Development, Senator Bruckner presented the September 24, 1997, minutes noting that the committee is currently collection various information from deans and may bring forward a resolution in the near future (agenda attachment 24).

Committee on Academic and Curricular Affairs: John Newton, chair.

On behalf of the Committee on Academic and Curricular Affairs, Senator Newton presented the September 24, 1997, minutes (agenda attachments 25-26).

On behalf of the Committee on Academic and Curricular Affairs, Senator Newton moved the following:

BE IT RESOLVED, that the faculty senate supports the proposal by the College of Business Administration to award a Master of International Business degree.



The motion passed unanimously.

On behalf of the Committee on Academic and Curricular Affairs, Senator Newton moved the following:

WHEREAS, we have reviewed the report of the Blue Ribbon Panel on General Education and concluded that the general education requirements currently in effect at UNOmaha meet both the letter and spirit of the panel's recommendations; therefore,

BE IT RESOLVED, that the senate commends the efforts of the Blue Ribbon Panel on General Education and supports the continuation of the current general education requirements.

The motion passed unanimously.

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

On behalf of the Committee on Educational Resources and Services, Senator Reidelbach presented the September 24, 1997, minutes (agenda attachment 27).

On behalf of the Committee on Educational Resources and Services, Senator Reidelbach moved the following:

WHEREAS, the Educational Resources and Services Committee has responsibility for awarding Paul Beck Memorial Faculty/Staff Scholarships, and

WHEREAS, one of the current criteria states that "students must not hold any other scholarships during the term of the award," and

WHEREAS, the Educational Resources and Services Committee awards the Paul Beck Scholarships in the spring semester for the fall semester, the committee has no way to determine whether the applicant will hold any other scholarship, and

WHEREAS, this criteria may preclude otherwise qualified and deserving applicants, and

WHEREAS, the Paul Beck scholarships are of modest monetary value; therefore,

BE IT RESOLVED, that the Educational Resources and Services Committee recommends that the current criterion of students not being able to hold any other scholarships during the term of the award be struck as a selection criterion.

The motion passed unanimously.

Committee on Goals and Directions: Loree Bykerk, chair.

On behalf of the Committee on Goals and Directions, Senator Bykerk presented the September 24, 1997, minutes (agenda attachment 28).

Budget Advisory Committee: John Newton, chair.

On behalf of the Budget Advisory Committee, Senator Newton reported that the committee did not meet in September.

Other Committee Reports

AAUP: Joseph Brown, senate representative.

No report.

Alumni Board: Judith Harrington, senate representative.

Senator Harrington reported that, due to her recent appointment as the Alumni Board representative, she has not yet attended a meeting.

Graduate Council: Susan Maher, senate representative.

Senator Maher presented the Graduate Council's September 22, 1997, agenda (agenda attachments 29-30), October 13, 1997, agenda (agenda attachments 31-32), and May 5, 1997, minutes (agenda attachment 33).

Old Business

None

For the Good of the Order

New Business

On behalf of the assembly, Senator Carlson moved the following:

WHEREAS, on-campus residence halls provide students with safe, affordable, and convenient housing during their university studies, and

WHEREAS, such residence halls can facilitate immersion into an academic environment and provide unique opportunities for intellectual and social development, and

WHEREAS, such residence halls are likely to benefit the entire UNO community; therefore,

BE IT RESOLVED, that the UNO Faculty Senate strongly supports the construction of student residence halls on the UNO campus.

The motion passed unanimously.

The meeting was adjourned at 2:50 p.m.