
Faculty Senate Minutes

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UNO Faculty Senate Minutes
Wednesday, February 10, 1999, 2:00 p.m.

The Faculty Senate of the University of Nebraska at Omaha met on Wednesday, February 10, 1999, at 2:00 p.m. in the Dodge Room of the Milo Bail Student Center.
The president, Shelton Hendricks, presided.

In Attendance: Ali, Allen, Aschenbrenner, Bartle, Baum, Bradshaw, Bruckner, Carlson, Carroll, Clute, Craiger, DeLone, Diamond, Engelmann, Foster, Harland, Hendricks, Irvin, Krause, Lee, Lewis, Maher, Metal-Corbin, Nazem, Newton, Parnell-Smith, Paterson, Rech, Rogers, Shaw, Skreija, Stergiou, Suzuki
Those Excused: Brown, Deichert, Gessaman, Kuhlman, Valle
Those Absent: Craiger, Lewis

Senator Hendricks asked for approval of the January 13, 1999, minutes (agenda attachments 1-5).

The minutes were approved as amended.

Officers Reports

President's Report: Senator Hendricks reported on the following items:

Board of Regents, January 16, 1999

Approved in depth review of theater programs at UNK, UNL, and UNO

University-wide Committee on Diversity

1999 Report to the Board of Regents (available in the senate office)

University of Nebraska Diversity Study / © 1998 The Gallup Organization (available in the senate office)

Follow-up to January 20th, Meeting with Administration

Parking/Shuttle (agenda attachment 6)

Power Bumps (agenda attachment 7)

Restroom lights will remain on during campus shutdowns.

Chancellor's Council, January 28th:

On-Campus Housing Update (agenda attachment 8)

Enrollment Update: New first year students for 1998-99 fall to spring retention is 85.5% which is well above last year. Transfer student retention is 72.5%, up 2.4 % from last year. Admission applications for new Fall, 1999, is much ahead of last year.

Feedback from Strategic Planning External Forums:

Don't lower standards to achieve retention.

UNO needs to do more research and have more masters and doctoral programs.

The vision expressed seems to be one of distinction; goals seem to be one of "average."

Marketing is not effective.

Insufficient specificity.

Surprise; no one talked about distance education.

Budget: Governor recommended a 3.8% salary increase. Major concerns include the collective bargaining settlement being higher than budgeted salaries; new charges for new building maintenance vs. amount budgeted by state; PKCC rent increased; insurance increased, and others.

Meeting with President Smith, February 2nd

Budget: The governor's request for the biennial increase in the NU budget is approximately half that requested by the board of regents. President Smith and the University lobbyists are not optimistic about any change in the figure. The best prospects for any improvement in the budget in the legislature (in respects to the capital budget which there is a good chance of getting funded) is for the CPACS renovation in UNOmaha and the Education building at UNK. Thus, most efforts will be focused on these two objectives.

Internet II Connections to UNOmaha: Apparently Internet II is available for the campus, however, activation requires significant funding and/or state assisted projects that require Internet II access.

Disposition of Technology Fees for Intercampus Students (agenda attachment)

Senior Lecture Option: Some discussion took place. The UNL faculty senate president placed this item on the agenda. Concern was expressed for the importance of these positions. Creative solutions are needed.

Pathways to Harmony, February 23rd: As of today, no faculty have signed up for this program. All were encouraged to consider participating as the program cannot be taken seriously if only staff attends; faculty must participate. It is both critically important and faculty's responsibility to

attempt to participate. Contact Sharon Ulmer or the chancellor's office for additional details. Those who plan to attend were asked to inform the senate president of such.

Update on OCR Report (agenda attachment 9): The campus was visited by the Office of Civil Rights which resulted in the call for mandatory diversity training of faculty. This decision has since been reversed.

Campus Forums on Student Retention: The results from retention grants awarded to faculty during the 1997-98 and 1998-99 academic years will be discussed in campus-wide forums on Tuesday and Wednesday, February 16th and 17th. Attendance is encouraged.

Secretary/Treasurer's Report: Senator Claudette Lee

On behalf of the Executive Committee, Senator Lee presented the January 31, 1999, budget report (agenda attachments 10-11).

Vice President's Report: Senator Martha Bruckner

No report.

Executive Committee Report: Senator Martha Bruckner

Consensus Response of Division of Academic Affairs Strategic Plan Draft 5.0 (standing committee resolutions): On behalf of the Executive Committee, Senator Hendricks proposed that the standing committee resolutions concerning the academic plan, if approved, be forwarded to Vice Chancellor Hodgson in response to his call for the plan to be reviewed by the senate. All present agreed.

Standing Committee Reports

Committee on Academic and Curricular Affairs: Senator Jack Newton, chair.

On behalf of the Committee on Academic and Curricular Affairs, Senator Newton presented the January 27, 1999, minutes (agenda attachments 12-13).

Review of the Academic Plan: Division of Academic Affairs Strategic Plan Draft 5.0: On behalf of the Committee on Academic and Curricular Affairs, Senator Newton reported that the committee completed their review of the academic plan and moved the following:

Resolution 2353, 02/10/99: Committee on Academic and Curricular Affairs

BE IT RESOLVED, that the concerns and recommendations expressed below be submitted to the Vice Chancellor for Academic Affairs for his consideration in modifying the Division of Academic Affairs Strategic Plan Draft 5.0.

GOAL 1. INCREASE STUDENT ACADEMIC RETENTION AND SUCCESS The Faculty Senate urges awareness that some strategies for student retention may seem to lower standards, and asks that the strategic plan address this concern with more direct emphasis.

Strategy 3, Delivery Methods. The senate is concerned with recommendation that no more than 20% of the student-credit-hours in 1000-level academic courses are taught by non-tenure-track faculty." We question the rationale for the specific percentage (20%) used. In some departments such a percentage may be impossible to achieve, and in some there may be good reasons for a higher percentage. Further, the use of the term "non-tenure-track" would preclude the inclusion of full-time faculty on short-term appointments (e.g., visiting faculty, or replacements for tenured faculty who are on leave or are supported by external funds) in computing this percentage, yet these persons may have equal qualifications to tenure-track faculty.

GOAL 2. RESPOND TO THE OPPORTUNITY AND CHALLENGE PRESENTED BY TECHNOLOGY While acknowledging the importance of educational technology in the modern world and applauding its emphasis in the strategic plan, the senate believes that this emphasis will be stronger and more appropriate if it is stated more emphatically that the final goal is education – not use of technology for its own sake. Therefore, we suggest incorporation of the following ideas.

It is imperative to realize that computer technology is a tool, not an instructional method. Computer technology can be used in a variety of ways to expand and/or enhance traditional classroom instruction. However, computer technology is not a replacement for good instructional design. The appropriate application of computer technology as a "teaching tool" requires understanding characteristics of instructional design, students, and subject matter, that lend themselves to particular computer technology delivery system.

University of Nebraska should support faculty interested in using computer technology in the classroom by providing workshops/classes/other support, etc., concerning: 1) what technologies are available, 2) how to deploy these technologies, and 3) how to select the appropriate technology for a given situation.

GOAL 3. ACTIVELY ENGAGE IN OUR COMMUNITY The senate urges fuller articulation of the range of "community-engaging activities" beyond the arts and cultural activities.

GOAL 5. PREPARE OUR STUDENTS FOR GLOBAL CITIZENSHIP The senate suggests that the strategies for achieving Goal 5 would be enhanced if there were some emphasis on foreign language instruction and encouragement of greater foreign language learning among the various curricula of the university.

GOAL 6. INCREASE RESEARCH/CREATIVE ACTIVITY AND NATIONAL VISIBILITY Recognizing the import of the Board of Regents' statement on UNOmaha's research mission, the senate believes that the wording of the strategic plan as presented could be interpreted as limiting faculty research endeavors to applied work with urban involvement. This is clearly not the case and we ask that emphasis on the metropolitan mission be revised to show that basic research is still valued, and that a much broader range of research will be encouraged and supported.

GOAL 7. ENHANCE STUDENT RECRUITMENT The senate urges awareness that some strategies for recruitment may seem to lower standards, and asks that the plan address this concern with more direct emphasis. The senate is concerned with the lack of evaluation, assessment and improvement of the performance of the university's public relations and marketing arsenal, and requests that this be considered for inclusion in the strategic plan.

The motion was approved unanimously.

Committee on Educational Resources and Services: Senator William Clute, chair.

On behalf of the Committee on Educational Resources and Services, Senator Clute presented the January 27, 1999, minutes (agenda attachments 14-15).

Review of the Academic Plan: Division of Academic Affairs Strategic Plan Draft 5.0: On behalf of the Committee on Educational Resources and Services, Senator Clute reported that the committee completed their review of the academic plan and moved the following:

Resolution 2354, 02/10/99: Committee on Educational Resources and Services

WHEREAS, there are many traditional needs in the university which are not addressed by the Division of Academic Affairs Strategic Plan Draft 5.0, and

WHEREAS, the omission of these needs in the academic plan leaves open the question of their continued importance to the University Planning, and

WHEREAS, the University Library currently has considerable, critical space needs for traditional print media, and

WHEREAS, Goal 2, Strategy No. 4 focuses on the importance of space for student interaction and technology based learning; therefore,

BE IT RESOLVED, that the faculty senate recommends the inclusion of additional space for storage of print media as priority in the University Library expansion plans identified in the academic plan.

BE IT FURTHER RESOLVED, that a statement be included in the academic plan that addresses the status of other academic needs not mentioned in the plan.

Discussion followed:

Senator Bruckner offered the addition of the following friendly amendment:

BE IT FURTHER RESOLVED, that the absence of mention...Senator Newton suggested the addition of the following: BE IT FURTHER RESOLVED, that the senate requests the vice chancellor of Academic Affairs to search diligently for other areas of need. Senator Allen

moved the following: BE IT FURTHER RESOLVED, that a statement be included in the academic plan that addresses the status of other academic needs not mentioned in the plan.

The motion was seconded by Senator Carlson.

A vote on the amendment was taken. The motion passed unanimously. There was no discussion of the motion as amended. A vote was taken on the resolution as amended. The motion passed unanimously.

Senator Clute reported that the committee was reviewing library issues regarding space, extension of hours, who uses the library, etc. He noted that merely wanting adjustments to be made to current library practices does not necessarily mean they can realistically be accommodated.

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

On behalf of the Committee on Faculty Personnel and Welfare, Senator Carlson presented the January 27, 1999, minutes (agenda attachment 16).

Draft of Issue Resolution and Complaint Procedures for Prohibited Discrimination: Senator Carlson gave an update on the committee's review of the draft of Issue Resolution and Complaint Procedures for Prohibited Discrimination and his meeting with Vice Chancellor Hodgson regarding the document.

Senator Carlson explained that the committee attempted to incorporate both their concerns and Vice Chancellor Hodgson's suggestions in their latest draft of the document. Senator Carlson reported that he met with Vice Chancellor Hodgson that morning to review the latest revisions; a few minor changes were suggested sending the document back to the committee. Once finalized, the document will be presented to the full senate, hopefully in March.

Review of the Academic Plan: Division of Academic Affairs Strategic Plan Draft 5.0: On behalf of the Committee on Faculty Personnel and Welfare, Senator Carlson reported that the committee completed their review of the academic plan and moved the following:

Resolution 2355, 02/10/99: Committee on Faculty Personnel and Welfare

BE IT RESOLVED, that the faculty senate expresses the following concerns with the Division of Academic Affairs Strategic Plan Draft 5.0:

There appears to be a loss of identification of what the committee considers the core of the university, that is the liberal arts.

It is the committee's belief that t The focus of research support should be on the central role of all forms of research based on quality rather than on what appears to be the focus only on research related to the metropolitan university mission.

In addition to stressing not just student retention, the University needs to but identifying, attracting, and retaining the best possible a diverse and excellent body of students and faculty, improving the overall quality of education for all students, and stressing quality academic standards.

Discussion followed: Senator Maher suggested modifying paragraph 3 to read: There is a need to identify, attract, and retain the best possible students and faculty, improving the overall quality of education for all students, and stressing quality academic standards. Senator Harland moved Senator Maher's suggestion. The amendment was seconded. Senator Shaw moved to amend Senator Maher's motion on paragraph 3 to read: In addition to stressing student retention, there is a need to identify, attract, and retain a diverse and excellent body of students and faculty.

The motion was seconded.

Senator Shaw moved modifying his previous amendment to paragraph 3 to drop "there is a need" and replace it with "the University needs." It would then read: In addition to stressing student retention, the University needs to identify, attract, and retain a diverse and excellent body of students and faculty."

The motion was seconded.

Senator Rech offered a friendly amendment to remove "what the committee considers" from paragraph 1. The committee accepted the friendly amendment. Senator Diamond then offered a friendly amendment to remove "it is the committee's belief that" from paragraph 2. The committee accepted the friendly amendment.

A vote was taken on the resolution as amended. The motion was approved unanimously.

Committee on Goals and Directions: Senator Sheri Rogers, chair.

On behalf of the Committee on Goals and Directions, Senator Rogers presented the January 27, 1999, minutes (agenda attachments 17-19).

Review of the Academic Plan: Division of Academic Affairs Strategic Plan Draft 5.0: On behalf of the Committee on Goals and Directions, Senator Rogers reported that the committee completed their review of the academic plan and moved the following:

Resolution 2356, 02/10/99: Committee on Goals and Directions

WHEREAS, the Division of Academic Affairs Strategic Plan Draft 5.0 addresses seven goals which shall guide the university, and

WHEREAS, the careful reading and discussion of the plan raised questions among senators, and

WHEREAS, we seek clarity in these important goals; therefore,

BE IT RESOLVED, that the faculty senate Committee on Goals and Directions expresses the following concerns with the Division of Academic Affairs Strategic Plan Draft 5.0:

Goal 1, seems to be concerned only with the identified 1300 full-time first-year students, instead of all UNOmaha students. Goal 1, appears to exclude full-time, non-tenure track faculty, from those who need to increase interaction with students. Goal 1, Strategy 3, appears to exclude "non-tenured-track faculty" from "outstanding faculty."

Goal 2, Strategy 6, might be enhanced by developing a summer institute approach. Goal 2, Strategy 6, might also be enhanced by adding a discussion of "telework options," such as working with employers to allow students to take tech classes at their workplaces.

Goal 3, Strategy 4, might be enhanced by increasing our commitment to school districts in the metropolitan area that are located further from our campus.

Goal 7, Strategy 3, might be enhanced by the inclusion of "elementary students" in the discussion of those with whom we should increase contact, using the Iowa model of connecting with elementary students.

Discussion followed: Senator Carroll offered a friendly amendment to remove "Committee on Goals and Directions: in paragraph 4. The committee accepted the friendly amendment.

Senator Baum offered a friendly amendment to remove "tech" in paragraph 9. The committee accepted the friendly amendment. The motion was unanimously approved as amended.

Committee on Professional Development: Senator Lynn Harland, chair.

On behalf of the Committee on Professional Development, Senator Harland presented the January 27, 1999, minutes (agenda attachment 20).

Review of the Academic Plan: Division of Academic Affairs Strategic Plan Draft 5.0: On behalf of the Committee on Professional Development, Senator Harland reported that the committee completed their review of the academic plan and moved the following:

Resolution 2357, 02/10/99: Committee on Professional Development

BE IT RESOLVED, that the faculty senate Committee on Professional Development expresses the following concerns with the Division of Academic Affairs Strategic Plan Draft 5.0:

Retention is over emphasized as a measure of academic success which could put undue pressure on faculty to lower academic standards.

The writing of the document often obscures its content (e.g., referring to numerous unnumbered points by number, and the use of the terms goals, strategies, methods, etc. without explanation).

The document uses the term "University key issues 3 and 4" without any indication of what issues 3 and 4 might be.

Discussion followed: Senator Hendricks offered a friendly amendment to remove "Committee on Professional Development" from paragraph 1. The committee accepted the friendly amendment.

The motion was approved unanimously.

White Paper on Professional Development (agenda attachments 21-24): On behalf of the Committee on Professional Development, Senator Harland reported that, at the request of the full senate on December 12th, the committee revised and moved the following:

Resolution 2358, 02/10/99: Committee on Professional Development

WHEREAS, the professional development of its faculty is a key component to any effort to enhance the quality and reputation of an institution of higher education, and

WHEREAS, such efforts at UNOmaha are widely distributed over administrative responsibility making summative description and/or evaluation of professional development efforts difficult; therefore,

BE IT RESOLVED, that the Faculty Senate of the University of Nebraska at Omaha endorses the document titled White Paper on Faculty Professional Development at UNO and recommends it to the university community as a guide to the current status of faculty development efforts at UNOmaha and the basis for plans for their improvement.

Discussion followed: Senator Harland read and explained the changes to the original document (see attachments 21-24). Discussion followed. Senator Metal-Corbin offered a friendly amendment to replace the word "research" throughout the document with "research/creative activity." The committee accepted the friendly amendment.

The motion was approved unanimously.

Committee on Rules: Senator Arthur Diamond, chair.

On behalf of the Committee on Rules, Senator Diamond presented the January 27, 1999, minutes (agenda attachments 25-26).

Review of the Academic Plan: Division of Academic Affairs Strategic Plan Draft 5.0: On behalf of the Committee on Rules, Senator Diamond reported that the committee completed their review of the academic plan and moved the following:

Resolution 2359, 02/10/99: Committee on Rules

WHEREAS, the Division of Academic Affairs Strategic Plan Draft 5.0 should clearly communicate the highest academic priorities of UNOmaha, and

WHEREAS, several academic priorities, such as retention and recruitment, can best be achieved through excellence in teaching, research, and creative activity, and

WHEREAS, the key to improvement of the academic quality of UNOmaha is to hire and retain scholar/teachers who have a passion for their teaching and research/creative activity, and

WHEREAS, the most reliable and important measure of the quality of research/creative activity is peer reviewed publication or peer juried creative activity; therefore,

BE IT RESOLVED, that the top overall goal of the academic plan should be

Strive for excellence in teaching, research, and creative activity, and thereby increase national visibility, and

BE IT FURTHER RESOLVED, that the academic plan should clearly state that UNOmaha remains committed to encouraging and rewarding refereed research/creative activity, the excellence of which has been recognized by appropriate peer review processes.

Discussion followed:

On behalf of the Executive Committee, Senator Bruckner offered a friendly amendment to remove "refereed" and add "the excellence of which has been recognized by appropriate peer review processes" to paragraph 6. Senator Diamond polled those committee members present. The committee accepted the friendly amendment. Senator Carroll moved to drop "teaching, research" and add "learning" to paragraph 5. The motion was denied. Senator Bartle voiced strong concern with "the most reliable measure of the quality" in paragraph 4. Senator Bruckner agreed and suggested dropping paragraph 4. Senator Diamond disagreed and explained the committee's reasoning behind the statement. Senator Nazem suggested dropping the word "most" in paragraph 4. Senator Rogers agreed. Senator Irvin suggested replacing the word "most" with "highly reliable." Senator Ali offered changing the word "most" to "one of the most reliable." Senator Harland offered a friendly amendment to remove "the most reliable" and add "an important" to paragraph 4. The committee accepted the friendly amendment. Senator Metal-Corbin suggested adding those things which were left out to the resolution (i.e., peer review, etc.) Senator Hendricks explained how the revision of the last paragraph covered this issue. Senator Carroll voiced concern that the resolution focused on faculty rather than students and argued against the motion as a whole.

The motion passed with one nay recorded.

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

Resolution 2360, 02/10/99: Committee on Rules

BE IT RESOLVED, that the following names (2) go forward as appointment to the Peter Kiewit and Kayser Professorship Review Committee:

Cynthia Phaneuf
Cassia Spohn

The motion was approved unanimously.

Senator Diamond announced that the annual survey for faculty volunteers to serve on university committees has been revised and will be distributed in the coming weeks. He encouraged all to complete and return their surveys as soon as possible and to encourage their colleagues to do the same.

Other Reports

AAUP: Senator Joseph Brown, senate representative. In Senator Brown's absence, Senator Shaw reported that AAUP is still awaiting feedback on the contact.

Alumni Board: Senator Martha Bruckner, senate representative Senator Bruckner reported that she attended her first Alumni Board meeting and that the committee is doing a good job of representing both UNO and the alumni.

Graduate Councils: Senator Art Diamond, senate representative. Senator Diamond reported that the entire session was taken up with an appeal related to the dismissal of a student from a program.

Strategic Planning Steering Committee: Senator Sheri Rogers, senate representative Strategic Plan: Goals, Objectives and Strategies: Senator Rogers reported that she was excused from the February 10th, Strategic Planning meeting in order to be present for the full senate meeting instead. She reported that time is getting short to attend a forum and announced that the only remaining forums will be on February 11th, 12th, and March 12th. The final document will then be drafted for presentation at the May 10th advance. Any senate resolutions concerning this issue need to be presented asap.

Senator Rogers read an e-mail from a concerned faculty member which stated that (s)he could not locate the word "teaching" anywhere in the academic plan.

Senator Rogers encouraged all to view the goals, objectives and strategies which are posted on the web at <http://www.unomaha.edu>, select "UNO At A Glance," select "Strategic Plan," select "Draft Goals, Objectives and Strategies."

Old Business

None

For the Good of the Order: Bylaws, Article IV. Senate Agenda., Section 3: "This period of informal, unrecorded discussion is provided to encourage senators to voice opinions on timely issues and shall not normally exceed ten minutes."

Legislative bills restructuring higher education in Nebraska: Senator Hendricks referred to the handout of the February 7th, Omaha *World-Herald* article titled "Nebraska Lawmakers Study Higher-Education Reform."

Discussion followed.

New Business

On behalf of the Assembly, Senator Bruckner moved the following:

Resolution 2361, 02/10/99: On Behalf of the Assembly

WHEREAS, the UNOmaha Alumni Association has re-instituted its tradition of hosting a monthly First Fridays social gathering for faculty and staff and

WHEREAS, such events contribute to the development of collegiality and good will within the university community; therefore,

BE IT RESOLVED, that the Faculty Senate of the University of Nebraska at Omaha expresses its thanks and appreciation to Mr. Jim Leslie and the Alumni Association for their contribution to UNOmaha.

The motion was approved unanimously.

Senator Shaw voiced concern for the safety of those trying to exit the west end of campus onto Dodge Street after 10:00 p.m. He reported that the traffic lights switch to flashing yellow at that time causing risk to all who try to enter Dodge Street from University Drive West. Senator Hendricks agreed to address this issue at the next meeting with administration.

Adjourn: The meeting was adjourned at 3:38 p.m.

Respectfully submitted,

Claudette Lee
Secretary-Treasurer