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## Faculty Senate Minutes April 1999

UNO Faculty Senate

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**UNO Faculty Senate**  
**Wednesday, April 14, 1999, 2:00 p.m., MBSC Dodge Room**

The Faculty Senate of the University of Nebraska at Omaha met on , April 14, 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, Brown, Bruckner, Carlson, Carroll, Clute, Craiger, Deichert, DeLone, Diamond, Francke, Gessaman, Harland, Hendricks, Irvin, Kuhlman, Lee, Lewis, Maher, Metal-Corbin, Nazem, Newton, Parnell-Smith, Paterson, Rogers, Shaw, Skreija, Stergiou

Those Excused: Foster, Krause, Rech, Suzuki, Valle

Those Absent: None

Late Arrival: Kuhlman

Guest(s): Professor Frank Brasile, HPER; Chancellor Belck; Vice Chancellor Hodgson

Senator Hendricks introduced Professor Frank Brasile who spoke on handicapped accessibility on the UNO campus.

Senator Hendricks asked for approval of the March 10, 1999, minutes (agenda attachments 1-7). The minutes were approved as submitted. (OR: The minutes were approved as modified.)

Officers Reports

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

Faculty Senate Banquet: 05/12/99

Faculty Senate Elections Underway

Paul L. Beck Memorial Faculty/Staff Scholarship

Board of Regents: March 20th

Approved resident halls and conference center for Ak-Sar-Ben campus.

Approved contract with the UNO AAUP.

Chancellor's Council: March 18th

Biennial Budget

Report of the Task Force on University Outreach -- Referred to the Committee on Goals and Directions: Available in senate office.

Executive Committee and Administration: March 17th

### Strategic Plan

Secretary/Treasurer's Report: Senator Claudette Lee

On behalf of the Executive Committee, Senator Lee presented the March 31, 1999, budget report (agenda attachments 8-9).

Vice President's Report: Senator Martha Bruckner

No report.

Executive Committee Report: Senator Martha Bruckner

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

Resolution 2368, 04/14/99: Executive Committee and Cabinet

BE IT RESOLVED, that the Executive Committee recommends to the Faculty Senate of the University of Nebraska at Omaha that the 493 faculty actively employed, on leave of absence, or on partial retirement with the rank of instructor or above as of the Spring, 1999, semester will be represented by the following distribution of seats for the 1999-2000 academic year:

Arts and Sciences, College of 14  
Business Administration, College of 5  
Education, College of 6  
Fine Arts, College of 2  
Information Science and Technology, College of 2  
Library 1  
Public Affairs and Community Service 5  
External NU Faculty 2  
37

The motion was approved unanimously.

### 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 March 31, 1999, minutes (agenda attachment 10).

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

Resolution XXXX, 04/14/99: Committee on Academic and Curricular Affairs

WHEREAS, a survey of faculty conducted by the Academic and Curricular Affairs Committee last year indicated a strong sentiment in favor of designated "W" grades such as "WP" and "WF" to indicate whether the student's status were passing or failing at the time of withdrawal; therefore,

BE IT RESOLVED, that the undesignated grade of "W" be eliminated and that grades of "WP" (withdrawal, passing) and "WF" (withdrawal, failing) be substituted. Faculty would be asked to evaluate the students status as passing or failing at the time of withdrawal and to assign the appropriate designation. The grade would be for information only, and (as was the case with the grade of "W") would not affect the student's GPA.

Discussion followed regarding the rationale for this proposal, the results of the faculty survey mentioned in the proposed resolution and the Registrar's position on this change. Discussion continued on the advantages and disadvantages to both faculty and staff which would result from the implementation of this policy.

The motion failed.

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

Resolution XXXX, 04/14/99: Committee on Academic and Curricular Affairs

WHEREAS, after careful consideration of Senate Resolution 2350 of 11/11/98, to wit:

BE IT RESOLVED, that the senate Committee on Academic and Curricular Affairs be charged with the task of exploring issues of political speech, university resources, and academic freedom which emerged during the recent campaign on Initiative 413; the Committee on Academic and Curricular Affairs believes that this issue is more appropriate to the mission of the Committee on Faculty Personnel and Welfare; therefore,

BE IT RESOLVED that the Faculty Senate refer the issue the issue in Resolution 2350 to the Committee on Faculty Personnel and Welfare.

Discussion followed. Senator Nazem suggested an ad hoc committee be formed to look into the matter. Senator Clute moved that the issues surrounding the resolution be postponed until the fall retreat. The motion was seconded. Senator Allen moved to table the resolution and have the issue of academic freedom discussed at the senate retreat. The motion was seconded by Senator Lee.

Per Parliamentarian Aschenbrenner, no discussion on a motion to 'table' a resolution.

The motion to table the resolution and discuss the issue of academic freedom at the senate retreat was approved.

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

On behalf of the Committee on Educational Resources and Services, Senator Clute presented the March 24, 1999, minutes (agenda attachments 11-12).

Paul L. Beck Memorial Faculty/Staff Scholarship: Senator Clute shared the committee's concern over declining fund raising in recent years. He also noted that the committee would like to emphasize that this is a faculty/staff scholarship to encourage ownership/participation in it. Senator Clute reported that, based on feedback at the April 7th, meeting of the Executive Committee and Cabinet meeting, the proposed fund raising changes shown in the committee's minutes have been tabled for now and the standard means of collection contribution will be implemented soon.

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

March 31, 1999, Minutes (agenda attachments 13-14)

Revised Draft of Issue Resolution and Complaint Procedures for Prohibited Discrimination: Senator Carlson reported that the revised document has not been received to date, however, the committee hopes to receive it prior to their April 28th, meeting so it can be added to the agenda.

Senator Carlson shared the committee's recommendation that the formation of a formalized faculty mentoring program be addressed by the 1999-2000 Committee on Faculty Personnel and Welfare.

President Smith's Executive Memorandum Number 18: "Policy on interruption of the tenure-track clock in cases of maternity, disability or family/medical leave."

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

Resolution 2369 04/14/99: Committee on Faculty Personnel and Welfare

WHEREAS, the University of Nebraska has declared and affirmed a policy of equal employment opportunities, affirmative action in employment, and nondiscrimination; therefore,

BE IT RESOLVED, the UNO Faculty Senate endorses the concept of allowing a faculty member to extend the seven year limitation on the period of full-time service prior to acquisition of a Continuous Appointment by allowing additional full-time service to make-up for full-time service lost because of maternity, disability, or family/medical leave. Senator Carlson gave a brief background on why the committee created the above resolution rather than excepting the document as presented by administration. Discussion followed.

The motion was approved unanimously.

Domestic Partnership Benefits: Proposal by the Faculty-Staff Gay-Straight Alliance of UNO:

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

Resolution XXXX, 04/14/99: Committee on Faculty Personnel and Welfare

WHEREAS, the University of Nebraska has declared and affirmed a policy of equal employment opportunities, affirmative action in employment, and nondiscrimination; therefore,

BE IT RESOLVED, the UNO Faculty Senate endorses domestic partnership benefits for all UNO non-married staff and faculty as long as procedures can be adopted that provide for documentation of: 1) the partners' commitment to each other (e.g. the partners have been in an exclusive relationship for a specified number of months and intend to remain together indefinitely; the partners are not married to each other or anyone else, or related to each other by blood so closely that state law would prohibit them from being married to each other, etc.), 2) sharing of financial obligations (e.g. they own a home together or are jointly listed on a lease; they hold joint bank accounts, they have joint liabilities, including motor-vehicle loans or credit-card accounts, etc.), and 3) joint responsibility for each other's welfare (e.g. they are named as each other's beneficiary on life-insurance policies; they are named as the primary beneficiary in each other's wills; etc.) Senator Carlson explained the committee's reasoning for bringing forward the above resolution. Senator Carroll moved to remove the phrase, "and intend to remain together indefinitely."

The motion was seconded.

Discussion followed. Senator Diamond moved to amend the amendment by also dropping, "the partners are not married to each other or anyone else, or related to each other by blood so closely that state law would prohibit them from being married to each other, etc."

The motion to amend the amendment was seconded.

Discussion followed. Senator Carlson stated he opposed the amendment to the amendment because they are two separate issues. He further stated he was opposed to the initial amendment as well. Senator Hendricks noted concern that by amending the resolution it could allow parents and sibling to be covered by a person's insurance which is clearly not the intention. Discussion continued on this complicated issue. Senator Brown moved to strike all parenthetical statements. Parliamentarian noted the motion at hand needed to be completed first. Discussion returned to the amendment to the amendment.

Senator Bruckner called for a vote.

The motion to amend the amendment failed.

Discussion returned to the original amendment by Senator Carroll moved to remove the phrase, "and intend to remain together indefinitely." Senator Bruckner called for a vote.

The motion to amend the resolution failed.

Senator Brown moved to strike all parenthetical language. Senator Bruckner seconded the motion.

Discussion followed. The resolution was clarified. Senator Maher made a motion to change the word "and" which directly precedes "3)" to the word "to." Senator Carroll recommended voting against Senator Maher's motion and explained why. Senator Carlson supported Senator Carroll and gave additional information on the committee's process in bringing the resolution forward as is. The motion was delayed until the action on the current motion was completed. Discussion returned to Senator Brown's motion to strike all parenthetical language. Senator Bruckner expounded on the Executive Committee and Cabinets' discussion of this resolution at their April 7th, meeting adding that she believes the parenthetical language creates discrimination between married and non-married employees. Senator Lewis explained that this type of discrimination cannot be eliminated because of the state's stand on issuing marriage licenses.

A vote was taken. The motion failed.

Senator Bartle offered a friendly amendment to add "e.g." to the last parenthetical in the resolution directly after "(and directly before "they are named as..." Senator Carlson accepted the friendly amendment on behalf of the committee. Senator Lewis moved to change the word "and" which directly precedes "3)" to the word "to." Senator Diamond seconded the motion.

There was no discussion.

Decision by verbal vote was undefined. A vote by show of hands was taken: 15 yeas, 12 nays, 5 abstained (33 total). The motion to amend the resolution was approved.

The resolution as amended was discussed.

Senator Carroll urged all to vote against the resolution voicing concern that the amendments changed the resolution completely. Senator Brown reminded all present that the amended resolution opens parents, siblings, etc. up to partnership benefits. Discussion continued. With clarification from Parliamentarian Aschenbrenner, Senator Carlson moved a substitute motion to change the wording of the amended resolution back to "to" rather than "and" directly before "3).

The substitute motion was seconded.

The substitute motion was approved by verbal vote.

Senator Clute called for a division of the house. A count of hands was taken: 15 yeas; 9 nays, 8 abstained (32 total). The substitute motion was approved by a show of hands.

Discussion returned to the amended resolution: (e.g. they are named as each...) Senator Newton moved the use of a closed ballot.

The motion was seconded.

Parliamentarian Aschenbrenner clarified the issue was not subject to debate.

A verbal vote was taken, however, because it was so close Senator Hendricks called for a show of hands: 9 yeas, 12 nays, 11 abstained (32 total).

The motion to use a closed ballot failed.

There was no further discussion.

A vote on the resolution as amended (adding e.g. only to item 3) was taken.

The motion was approved.

The normal order of business was temporarily interrupted so guest speaker, Chancellor Nancy Belck, could address the senate and visiting faculty members on pending budget issues.

Standing Committee Reports - Continued:

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

The Committee on Goals and Directions did not meet in March, except via e-mail to share strategic planning input. The "teaching" inclusion was added to bullet two of the "VALUES" section of the strategic plan. The First-Year Connection web site is up and can be accessed via the senate web site (<http://www.unomaha.edu/~sjensen/welcome.htm>)

Committee on Professional Development: Senator Lynn Harland, chair.

On behalf of the Committee on Professional Development, Senator Allen presented the March 31, 1999, minutes (agenda attachment 15).

Committee on Rules: Senator Arthur Diamond, chair.

On behalf of the Committee on Rules, Senator Diamond presented the March 31, 1999, minutes (agenda attachment 16).

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

Resolution 2370, 04/14/99: Committee on Rules

BE IT RESOLVED, that in accordance with section 6.1 of the faculty senate bylaws the following nominees for the Academic Freedom and Tenure Committee are brought forward by the Rules Committee for senate nomination. If approved, a ballot will be presented to the UNO faculty. One tenured faculty member will be elected from the following two nominees to serve a



three-year term from April 16, 1999, through April 15, 2002, to replace retiring member, James Dick:

Bruce Chase  
Wai-Ning Mei

One tenured faculty member will be elected from the following two nominees to serve a three year term from April 16, 1999, through April 15, 2002, to replace retiring member, Michael O'Hara:

Michael O'Hara  
Robert Ottemann

One tenured faculty member will be elected from the following two nominees to serve a three year term from April 16, 1999, through April 15, 2002, to replace retiring member, Deanna Liddy:

Mansour Zand  
David Helm

One non-tenured faculty member will be elected from the following two nominees to complete the remainder of Susan Pendleton's term from April 15, 1999, through April 12, 2001. Professor Pendleton has resigned from UNO.

Alice Schumaker  
Manoj Sharma

The motion was approved unanimously.

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

Resolution 2371, 04/14/99: Committee on Rules

BE IT RESOLVED, that the following name go forward as a three-year appointment from 07/01/99, through 06/30/2002, to the University Committee on Athletics to replace Ray Millimet:

Michael Stewart

The motion was approved unanimously.

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

Resolution 2372, 04/14/99: Committee on Rules

BE IT RESOLVED, that the following name go forward as a three-year appointment from 07/01/99, through 06/30/2002, to the Educational Policy Advisory Committee (EPAC) to replace Karen Dwyer:

James Conyers

The motion was approved unanimously.

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

Resolution 2373, 04/14/99: Committee on Rules

BE IT RESOLVED, that the following name go forward as a three-year appointment from 07/01/99, through 06/30/2002, to the University Committee on Library and Educational Resources to replace Stan Wileman:

Hesham El-Rewini

The motion was approved unanimously.

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

Resolution 2374, 04/14/99: Committee on Rules

BE IT RESOLVED, that the following names go forward as three-year appointments from July 1, 1999, through June 30, 2002, to the University Committee on the Advancement of Teaching (UCAT) to replace John Konvalina (A&S) and Jerry Cederblom (PACS):

Lisa Kelly-Vance, A&S

Gary Marshall, PACS

The motion was approved unanimously..

Other Reports

AAUP: Senator Joseph Brown, senate representative.

No report.

Alumni Association, Board of Directors: Senator Martha Bruckner

Senator Bruckner presented the February 16, 1999, minutes (agenda attachment 17).

Senator Bruckner presented the March 16, 1999, minutes (agenda attachments 18-19).

Graduate Council: Senator Arthur Diamond

Senator Diamond reported that the council passed a resolution on section 6 of Academic Plan adding that the council is dealing with a variety of other important issues as well.

Strategic Planning Steering Committee: Senator Sheri Rogers

The strategic plan has the bullet two inclusion of the importance and value of teaching in the "Values" section. (This was previously mentioned in my committee report.) The strategic plan, as re-written last week by the steering committee, is being circulated to various Chancellor's advisory committees. The strategic planning steering committee continues to meet. The nearly completed strategic plan will re-emerge at the May 10 Advance.

On behalf of Senator Rogers who left the meeting early, Senator Deichert brought attention to agenda item VII, D, 1 and noted that the information on the First Year Connections can be accessed through the senate web site.

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."

Handicapped Accessibility in Residence Halls

New Business

None.

Adjourn: The meeting was adjourned at 4:35 p.m.

Respectfully submitted,  
Claudette Lee  
Secretary-Treasurer