

12-13-2000

## Faculty Senate Minutes December 2000

UNO Faculty Senate

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**Faculty Senate of the University of Nebraska at Omaha  
2000-2001 Senate Minutes  
Wednesday, December 13, 2:00 p.m., MBSC Dodge Room**

Attendees: Allen, N. Bacon, W. Bacon, Barron-McKeagney, Bartle, Carlson, Carroll, Chung, Coyne, DeLone, Elder, El-Rewini, Fawcett, File, Foster, Haworth, Irvin, Johnson, Landis, Metal-Corbin, Mitchell, O'Connell, Paterson, Ryalls, Shaw, Shroder, Smallwood, Smith, Sobel, Thompson, Tuan, Zhao  
Excused: Baum, Falconer Al-Hindi, Hagen, Mande, Valle

Guests: Gary Carrico, Vice Chancellor of Business and Finance; Paul Kosel, Chairperson, Staff Advisory Council; Michael O'Connor, Higher Education Reporter, Omaha *World-Herald*

Presiding Officer (Senator Paterson): Constitution, Article IV: The senate's presiding officer shall be the president. In the president's absence, presiding officer of the senate shall be the vice-president or, if the need should arise, as provided in the bylaws. Bylaws, Article I, Section 1: The faculty senate president shall be the presiding officer of the senate...and shall chair the Executive Committee and the Cabinet when they meet in lieu of the full senate during the months of June and July.

Parliamentarian (Senator Bartle): Constitution, Article IV: The president shall appoint a parliamentarian, who need not be a member of the senate

Quorum (19 Minimum) and Officially Call To Order: Constitution of the Faculty Senate of the University of Nebraska at Omaha, Article IV. Organization of the Senate: A quorum of the senate shall consist of a simple majority of the elected senators.

Introduction of Guests

Gary Carrico, Vice Chancellor of Business and Finance  
Paul Kosel, Director of Campus Security and Chair of the Staff Advisory Council

Guest Presentations: Gary Carrico

State of the University

Permanent Shuttle Bus Shelters Campus-Wide (North & South Campuses)

Presentation and Approval of Minutes: Senator Paterson asked for approval of the November 8, minutes (agenda attachments 1-16). The minutes were approved as submitted.

Officers Reports

President's Report: Senator Paterson submitted the following:

Written Reports

Executive Committee and Administration Meeting

Agenda, November 15 (agenda attachment 17)

Report, November 15: A report has not been submitted.

Verbal Report: Senator Paterson stated a written report will be forthcoming.

Chancellor's Council Meeting, November 30: Senator W. Bacon attended the meeting on behalf of Senator Paterson who was out of town. See Vice President's Report, III, B, 1, a.

## Board of Regents Meeting

Report, December 8 & 9: (agenda attachments 18-19)

Discussion: After some discussion, Senator Paterson charged the Committee on Academic and Curricular Affairs with looking into whether some division of UNO should join the Academic Freedom Coalition stating it might be a good source of information, networking and membership. See attachment 18, Section II, B. Further Discussion: Senator File questioned whether the regents understand that the standard for all academic courses needs to be raised. He further noted this is the first, second, and third concerns of intelligent students he has polled regarding recruitment.

## Verbal Reports

Deans Forum: Per majority agreement by the full senate, the president's report on the activities of the Deans Forum will be given verbally only in order to respect and ensure the confidentiality of the issue discussed therein. No written report will be provided nor minutes taken.

Senate Attendance At Deans Forum Unclear: Senator Paterson reported he was invited to the Deans Forum to talk about prioritization at one meeting, however, he has since been informed the monthly meetings are closed. He will continue to pursue senate representation on the forum.

## Announcements

Chancellor's Written Response to Senate Resolutions: The UNO Chancellor's Response to Faculty Senate Resolutions covering resolutions 2513 through 2520 passed by the senate on November 8, 2000, was received in the senate office via e-mail on November 20. (agenda attachment 20)

December Guest Speaker: Dr. Gary Carrico, Vice Chancellor for Business and Finance, will address the full senate on December 13.

Optional Eye Care: 85% of eye surgery paid; average cost of surgery \$2,500 per eye.

Legislative Breakfast: A breakfast will be held at 8:00 a.m. on Wednesday, December 13, in the MBSC Redick Room with the senate Executive Committee and Nebraska Senators Jensen, Bourne, and possibly to-be Senator Maxwell. Paul Kosel, chair of the Staff Advisory Council, will also be present to represent staff interests. Senators Allen, W. Bacon, Baum, Coyne, El-Rewini, Paterson, Shroder, and Sobel will represent the senate. The event is sponsored by the Faculty Senate of the University of Nebraska at Omaha and the UNO Chapter of the American Association of University Professors. The agenda is a mutual "get-to-know" the senators, faculty and staff representatives along with a discussion on the impact of the health insurance changes, and possibly other upcoming budgets matters.

Discussion: Senator Paterson reported he felt the event was very successful. Senator Coyne shared that she was impressed and thought there was a good exchange of information which included the sharing of legislative problems and concerns. Senator Sobel stated she felt the legislative senators were really listening and will continue to strive to work with the university. Senator Coyne agreed and noted the legislative senators seemed to agree with many of the university's concerns. Senator Paterson addressed the issue of the increased cost of prescription drugs under the current health insurance policy which seemed to be new information to the legislative senators.

December Commencement: All faculty are encouraged to attend commencement on Friday, December 15, at the Civic Auditorium. Ceremonies begin at 3:00 p.m.; faculty should report in regalia no later than 2:30 p.m. Senators Coyne and Mitchell will serve as marshals.

Verbal Report: Senator Paterson reported the shuttle bus will leave the student center between 1:45 and 2:00 p.m. to transport faculty and staff to the auditorium. All were encouraged to use this service as parking may be a problem. Paul Kosel stated the Campus Security staff are responsible for manning the Civic Auditorium parking lots. Senator

Bacon thanked Senators Coyne and Mitchell for agreeing to serve as marshals. Senator Coyne proudly shared that her son and daughter-in-law would both be graduating. Senator Paterson reminded faculty that robes are available, however, caps are not.

January Meetings: The next Executive Committee and Cabinet meeting is scheduled for 2:00 p.m. on Wednesday, January 3, 2001, in FA 318. The next senate meeting will be held at 2:00 p.m. on Wednesday, January 10, 2001, in the MBSC Dodge Room.

#### New Charges

Shuttle Bus Shelter: At the November 1, Executive Committee and Cabinet meeting, Senator Paterson was charged with discussing the issue of permanent bus shelters for all shuttle bus stops with Vice Chancellor Carrico. Dr. Carrico will address the senate on December 13.

Research Task Force Report: At the November 1, Executive Committee and Cabinet meeting, Senator Paterson agreed to discuss promoting distribution of the Research Task Force Report campus-wide with administration.

Honorary Degree Recipient Guidelines: At the December 6, Executive Committee and Cabinet meeting, Senator Paterson was charged with questioning the Board of Regents regarding why the senate's section of the Honorary Degree Recipient Guidelines which states "...that a Senate may disapprove a nominee for a year" is being eliminated in the revised guidelines.

Verbal Report: Senator Paterson noted the change was actually pass at the last BOR meeting.

UNO Representative At BOR Meetings: At the December 6, Executive Committee and Cabinet meeting, Senator Paterson was charged with investigating why a UNO representative has not been present at recent Board of Regents meetings to receive kudos on behalf of their good work. It was thought these recipients are winners of the Employee of the Month award.

State Grants: At the December 6, Executive Committee and Cabinet meeting, Senator Paterson stated he would check into why two-thirds of all state grants go to private and career schools rather than state institutions.

Vice President's Report: Senator W. Bacon submitted the following:

#### Written Reports

Chancellor's Council Meeting

Agenda, November 30 (agenda attachment 21)

Report, November 30 (agenda attachments 22-23)

Verbal Report: Senator W. Bacon reported that he addressed the issue of the additional 17% increase in funding that is needed to bring the system up to the midpoints of its peer groups. He further noted the system will be lucky to get 10% let alone 17%. He shared his concern for how the increase will affect lower income faculty and staff in particular.

#### **Resolution 2521, 12/13/00: On behalf of the Assembly**

WHEREAS, the University of Nebraska at Omaha's soccer, volleyball and football teams won league championships, capping outstanding 2000 seasons, thus bringing renown and credit to the University; therefore,

BE IT RESOLVED, that the Faculty Senate of the University of Nebraska at Omaha congratulates Coaches Don Klosterman, Rose Shires and Pat Behrns and their staffs and teams, wishing them further success and assuring them of continuing faculty support, and

BE IT FURTHER RESOLVED, that the Faculty Senate congratulates Athletic Director Bob Danenhauer and Associate Director Cherri Mankenberg and their staffs for an extraordinarily successful Fall 2000 season.

Motion: On behalf of the Executive Committee, Senator W. Bacon moved the resolution.

Second: Senator Sobel seconded the motion

Discussion: None.

Vote: The motion was approved unanimously.

**Resolution 2522, 12/13/00: On behalf of the Assembly**

WHEREAS, Rosemary Skrupa has served the State and the University as a member of the Board of Regents for twelve years, and

WHEREAS, Regent Skrupa has consistently supported the University of Nebraska at Omaha; therefore,

BE IT RESOLVED, that the Faculty Senate of the University of Nebraska at Omaha thanks Regent Skrupa for her service and her championing of the University's cause, and wishes her all the best in the future.

Motion: On behalf of the Executive Committee, Senator W. Bacon moved the resolution.

Second: The motion was seconded.

Discussion: None.

Vote: The motion was approved unanimously.

Secretary-Treasurer's Report: Senator El-Rewini submitted the following:

Written Reports: Budget Report, November 30 (agenda attachment 24)

Executive Committee Report: Senator Paterson moved the following:

Election of President-Elect

Parliamentary Procedure: In this case of multiple nominees for the position of president-elect, Parliamentarian John Bartle reports a paper ballot is necessary. He further advises the Executive Committee will have to determine the procedures if none of the candidates attains a majority noting possible options are to take the highest vote-getter, despite their non-majority status, or to have a run-off between the top two. This issue is not covered under the current bylaws or constitution.

**Resolution 2523, 12/13/00: On behalf of the Assembly**

WHEREAS, the event of more than two nominees for president-elect in the election 2000, occurs, and

WHEREAS, no one candidate receives a majority; therefore,

BE IT RESOLVED, that the top two candidates from the first ballot compete in a run off.

Motion: On behalf of the Executive Committee, Senator W. Bacon moved the resolution.

Second: Senator Sobel seconded the motion

Discussion: Senator Paterson explained that the need for this resolution is because neither the constitution or bylaws currently cover this issue.

Vote: The motion was approved unanimously.

Absentee Ballot Procedure: Prior to the meeting, Senator Hagen questioned the senate's policy on absentee ballots concerning the election for president-elect. Parliamentarian Bartle responded as follows:

"Quoting from Robert's Rules 1990 edition, p. 415:

"It is a fundamental principle of parliamentary law that the right to vote is limited to the members of an organization who are actually present at the time the vote is taken in a legal meeting. Exceptions to the rule must be expressly stated in the bylaws."

As there are no exceptions stated in our bylaws, it would be my ruling that absentee ballots are not permissible.  
John"

Verbal Report: Senator Bartle read from Roberts Rules of Order. Senator Paterson then gave official notice that absentee ballots will not be allowed in the year 2000.

2001-2002 President-Elect: The president-elect must be elected at the December 13, senate meeting. Written notice to interested candidates or those wishing to nominate a fellow senator was presented at the November 8, senate meeting as required by the constitution and bylaws (copied below). A submission deadline of November 30, was announced, however, nominations may also be made from the floor at the time of the election. Senators Wally Bacon and Jack Shroder submitted their names for consideration.

Constitution of the Faculty Senate of the University of Nebraska at Omaha, Article IV, Organization of the Senate:

The officers of the senate shall consist of the president, the vice-president, and the secretary-treasurer, and, in the spring semester, the president-elect if there be one. The senate shall conduct its business through committees as described in this constitution and in the bylaws.

The president shall first serve as president-elect for a term beginning at the first regularly scheduled meeting of the spring semester, which will be followed by a regular one-year term as president beginning at the last regularly scheduled meeting of the academic year. The president-elect shall be elected at the last regularly scheduled meeting of the fall semester from among the membership of the senate. The president may serve successive terms through re-election, in which case there will be no president-elect for that spring semester and no past-president until the incumbent president completes his or her final term.

Bylaws of the Faculty Senate of the University of Nebraska at Omaha, Article I. Duties of the Officers:

Section 1: The faculty senate president shall be the faculty's spokesperson. The faculty senate president shall be the presiding officer of the senate, attend all meetings of the board of regents as the official representative of the faculty senate, refer items to committees for consideration, and perform other duties appropriate to the office. He/she shall be the faculty spokesperson when the Executive Committee meets with the chancellor and the chancellor's staff and shall chair the Executive Committee and the Cabinet when they meet in lieu of the full senate during the months of June and July

Section 4: Upon election, the president-elect shall become a member of the Executive Committee. He/she shall endeavor to become thoroughly familiar with the senate's operating procedures and its role as the faculty's voice in the campus system of shared governance. The president-elect shall perform such other duties from time to time as may be delegated by the president or the Executive Committee.

Resolutions

Senator Carroll questioned the need for putting the nominees names forward in the form of a resolution. Senator Bartle spoke to combining the names into one resolution and supported moving the resolution to record that these nominees were reviewed and put forward by the Executive Committee and Cabinet. Senator Carlson also questioned the need for the resolution. Senator Bartle encouraged the right to amend the resolutions. There were no amendments.

#### **Resolution 2524, 12/13/00: Executive Committee**

BE IT RESOLVED, that the Executive Committee nominates Senator Wally Bacon for president-elect.

Motion: On behalf of the Executive Committee, Senator W. Bacon moved the resolution.

Second: The motion was seconded  
Discussion: None.  
Vote: The motion was approved unanimously.

**Resolution 2525, 12/13/00: Executive Committee**

BE IT RESOLVED, that the Executive Committee nominates Senator John (Jack) Shroder for president-elect.

Motion: On behalf of the Executive Committee, Senator W. Bacon moved the resolution.

Second: The motion was seconded

Discussion: None.

Vote: The motion was approved unanimously.

Nominations: Call for additional nominations from the floor.

None

Ballot Vote (handouts 1 & 2)

Votes Tallied: Senator El-Rewini, secretary-treasurer, and Senator Sobel, chair of Committee on Rules, tallied the votes while the meeting continued. Upon completion they inform Senator Paterson of the results.

2000-2001 President-Elect Announced: Senator Paterson stated he was pleased to announce that Senator Wally Bacon was elected president for the year 2001-2002. Senator Bacon stated he will do his best to serve the faculty who have given so much to him over these many years. He further stated his door is always open.

Resolution

**Resolution 2526, 12/13/00: On behalf of the Assembly**

WHEREAS, the Faculty Senate Executive Committee and Cabinet have considered the revised UNOmaha Demonstration Policy and Operating Regulations proposed by Dr. Mary Mudd, Vice Chancellor for Student Affairs, and have found nothing objectionable; therefore,

BE IT RESOLVED, that the Faculty Senate of the University of Nebraska at Omaha has no objections to the implementation of the revised UNOmaha Demonstration Policy and Operating Regulations.

Motion: On behalf of the Executive Committee, Senator W. Bacon moved the resolution.

Second: The motion was seconded

Discussion: Senator W. Bacon reported the first drafts were very legal and busy, however, the current draft is much cleaner and user-friendly. He further noted that because the Executive Committee and Cabinet were asked to review the policy, this resolution simply confirms this action was done and states there are no objections to the document as-is. Senator Paterson noted the final draft gives the advantage of the document being organized and indexed for easier use.

Vote: The motion was approved unanimously.

Standing Committee Reports: Bylaws of the Faculty Senate of the University of Nebraska at Omaha, Article IV, Section 1: All committee recommendations addressed to the faculty senate must be put on the agenda and presented to the senate without substantive alteration.

Committee on Academic and Curricular Affairs: Senator Bartle submitted the following:

Written Reports

Agenda: An agenda has not been submitted.

Minutes: A report has not been submitted.

Resolutions (Held Over to January, 2001)

Resolution 0000, 12/13/00: Committee on Academic and Curricular Affairs

Resolution Forthcoming: Proposed "School Designation for Academic Units"

Resolution 0000, 12/13/00: Committee on Academic and Curricular Affairs

Resolution Forthcoming: Plus/Minus Grading System

Committee on Educational Resources and Services: Senator Baum submitted the following:

Written Reports

Agenda, November 29 (agenda attachment 25)

Minutes, November 29: The report will be presented at the January senate meeting since Senator Baum was excused from the December senate meeting.

Announcement

Employees E-Mail Addresses: John Fiene, Assistant Vice Chancellor of Academic Affairs - Technology, informed the committee the best e-mail address for all UNO employees to use consists of the individual's first initial plus last name@mail.unomaha.edu (ex.dbaum@mail.unomaha.edu).

New Charges

Campus-Wide Recycling: At the November 8, senate meeting, Senator Paterson charged the committee with investigating the current recycling system on campus, inviting Neil Morgensen, Assistant Vice Chancellor of Facilities Management and Planning, and Jim Veiga, Manager of Grounds and Environmental Services, to address the senate on January 10, and following through on the implementation of a new campus-wide recycling program.

UNOmaha Holiday Card Program: At the December 6, Executive Committee and Cabinet meeting, Senator Paterson charged the committee with looking into the possibility of adding the Paul L. Beck Memorial Faculty/Staff Scholarship to the annual UNOmaha Holiday Card Program sponsored by the Staff Advisory Council. (agenda attachments 26-27)

Committee on Faculty Personnel and Welfare: Senator Shroder submitted the following:

Written Reports

Minutes, November 29: No report; the committee did not meet in November.

Agenda, January 31 (agenda attachment 28)

Committee on Goals and Directions: Senator Coyne submitted the following:

Written Reports

Agenda, November 29 (agenda attachment 29)

Minutes, November 29: A report has not been submitted.

Verbal Report: Senator Coyne reported that the committee has set a goal to complete and distribute a survey to faculty campus-wide by the end of the academic year and report their findings back to the senate.

Committee on Professional Development: Senator Allen submitted the following:



## Written Reports

Agenda, November 29 (agenda attachment 30)

Minutes, November 29: A report has not been submitted.

Verbal Report: Senator Allen reported that the committee met with Marilyn Leach and David Corbin concerning the teaching/learning technology center that was proposed for the UNO campus last year. A number of other universities around the nation have already set up such centers for the purpose of assisting students and faculty. Marilyn Leach contacted peer institutions and found that many of these centers are actually manned by both part-time and full-time staff who are most often called Educational Designers. A point of interest is that all schools who are heavily into distance learning have an on-staff Educational Designer. Joyce Crockett has called for a meeting of interested persons next week. It is generally felt that last year's proposal failed because its main request was for equipment. This time around the proposal will request expertise on how to use the equipment we already have by funding a full-time designer. The University Library has been suggested as the location for the center; the Epley Administration Building was also brought up. Graduate students could be used as support personnel. The Committee on Professional Development held a meeting to determine what the senate's role is concerning this issue. A resolution will most likely be forthcoming, however, if it means a faculty position must be sacrificed there may be grounds for debate. It was noted that Marilyn Leach has a courtesy faculty appointment but cannot become tenured. Senator Coyne stated Marilyn use to have an a-line faculty position but it was later changed to a managerial position.

New Charge - Open Meeting Law: At the November 1, Executive Committee and Cabinet meeting, Senator Allen agreed to try to obtain a copy of the Open Meetings Law in Nebraska for the purpose of supporting Senator Paterson's attendance at the Deans Forum.

Committee on Rules: Senator Sobel submitted the following:

## Written Reports

Agenda, November 29 (agenda attachment 31)

Minutes, November 29: A report has not been submitted.

Verbal Report: Senator Sobel reported that the committee met, worked hard, and will use the resolutions as the committee's minutes this month. She further noted that all committee members were present at the senate meeting

## Resolutions

### **Resolution 2527, 11/08/00: Committee on Rules (Held over from 11/08/00.)**

BE IT RESOLVED, that the following faculty be recommended for service on the University Committee on Excellence in Teaching to serve three-year terms from November 8, 2000, through July 31, 2003. Two members should be recipients of the award and one member should be untenured, if possible. This is also the first time the new position of 'first year faculty member holding a Ph.D.' is added as charged by the chancellor's Task Force on University Committees (Committee on Committees). The only continuing committee member is Philip Secret (PACS, 08/01/98 to 07/31/01) who was appointed by the chancellor prior to the faculty senate taking over the appointment of all faculty members.

Karen Kangas Dwyer, Arts & Sciences  
Judith Wantanabe, Business Administration  
Jarene Fluckiger, Education  
David Helm, Fine Arts  
Leah Pietron, IS&T  
Jonathan Benjamin-Alvarado, First Year Faculty Member Holding a Ph.D.

Motion: On behalf of the Executive Committee, Senator Sobel moved the resolution.

Discussion: Senator Sobel reported that the position of 'First Year Faculty Member Holding a Ph.D.' was a new this year and that she will be pursuing whether this individual can also hold a Ph.D. equivalent as well for future reference.

Vote: The motion was approved unanimously.

**Resolution 0000, 12/13/00: Committee on Rules (HELD OVER TO 01/10/01)**

BE IT RESOLVED, that the following name go forward to complete the remainder of Janice Collins' term (R2507) on the Student Activities Budget Commission from December 13, 2000, through July 31, 2003. Professor Collins is unable to complete her three-year term due to schedule conflicts.

TBA (to replace Janice Collins)

Motion: On behalf of the Executive Committee, Senator Sobel moved the resolution.

Discussion: Discussion resulted in the motion being withdrawn and replaced with a motion to postpone until a nominee can be secured.

Second: Senator W. Bacon second the motion to postpone action.

Vote: The motion was approved unanimously.

**Resolution 2528, 12/13/00: Committee on Rules**

BE IT RESOLVED, that the following name go forward as a three-year appointment from 12/06/00 through 07/31/03 to the faculty senate Intercampus Resource Advisory Committee. Yong Shi, IS&T

Motion: On behalf of the Executive Committee, Senator Sobel moved the Resolution.

Second: The motion was seconded

Discussion: None.

Vote: The motion was approved unanimously.

Faculty Senate Advisory Committee Reports (alphabetical)

Budget Advisory Committee: Senator Douglas Paterson

Written Report, November 27: A report has not been submitted.

Next Meeting: The December 11, meeting was canceled. A follow up meeting will be scheduled at a later date.

Verbal Report: Senator Paterson reported the committee is meeting regularly, working hard, and that there is no written report at this time since they are still in the discussion stage. The committee's goal is to find a way for the senate to compare the needs of UNO to UNL not in an adversary way but in a constructive way. Senator Paterson stated he would like to see some budgeting requests and solutions occur before he leaves office in May. He addressed the issue of faculty being disproportionately more busy than ever setting the example that when e-mail came on line at least an hour of added responsibility was acquired across the board. The same situation occurred with increased student responsibility and community out reach. Senator Paterson suggested going forward with the suggestion that senior faculty move toward the same load as UNL; a three load semester with one load off for research.

Discussion - Senior Faculty Work Load/Increasing Burdens on Faculty/Lack of Enough Support Staff: Several senators voiced concern for where the burden would fall if senior faculty work loads were reduced noting new faculty are already over taxed. Senator Paterson stated UNO needs to prepare for a future that includes more faculty rather than adjunct faculty. He added that by making the case now it may actually come into existence in the future. Senator File stated he'd like to see more phased retirement and added his department currently has four such faculty

who are all off at the same time (Spring). Senator N. Bacon stated she'd rather see the strategy be to acquire more faculty rather than to reduce the load of senior faculty noting she prefers a more positive approach. Senator Smallwood requested support for faculty in the infrastructure. Senator Bartle stated he sees the issue in terms of a ridiculously low operating budget and lack of support staff. He stated if there were more support staff there are a lot of tasks they could help professors with thereby lightening the burden. Senator Sobel commented that lab and studio support staff are also an issue. She spoke to the mission statement of the university which states support will be provided. Senator W. Bacon reported that Vice Chancellor Hodgson is aware of the increasing burden on faculty and empathizes. Senator Sobel commented that on top of everything else recruitment is now being added to the faculty work load. Senator Paterson agreed. Senator Metal-Corbin stated even in teaching and creativity activities a lot of lip service is given to designing technology yet these areas remain in desperate need of assistance. She further reported that the facility in her area haven't even had a custodian for the last month and a half and have had to resort to sweeping their own floors and emptying their trash. She pointed out that her college (Education) even has more internal support than many other colleges on campus and that it seems like the Deans Forum would be the most visible body to address these issues to. Senator Paterson reiterated that is exactly why it is crucial there be a faculty voice on the forum.

Resulting Action: Senator Paterson was charged with looking into the university's policy on phased retirement and whether it is mandated that only the Spring semester can be taken off or if faculty can choose between Spring and Fall. He was further charged with looking into whether there are currently senior faculty at UNO who carry a three course load with one load off for research (as practiced at UNL). Concern was shared that such circumstances are not allowed campus-wide which may have to do with individual faculty member's contracts

Continued Discussion - NU Values: Senator Carroll urged the Executive Committee and Cabinet to address the issue of NU Values in the near future to make sure faculty input is included. He emphasized that faculty participation should be encouraged rather than mandated. Paul Kosel reported that NU Values was implemented several years ago as a means of re-evaluating support staff across the four NU campuses. The new system will categorize staff into sixteen families which will then be broken down into secondary levels and finally into a three level. He further shared that a representative from each campus met in Lincoln to fine tune/define these breakdowns. The new system is scheduled for testing in the Library and one other (unknown) UNO department this fall. The Staff Advisory Council has invited Rod Oberle to update it's member at their next meeting since little has been heard about the plan lately. Paul Kosel noted that one of the main areas of concern are salary increases which many staff assume will come with their new title; the problem is there is no money to support any increase in responsibility/work load. This program is often called the leading edge and sometimes even the bleeding edge. Paul Kosel suggested the senate invite Rod Oberle to one of their meetings for more information on the issue. Senator Shaw noted the delay in implementation may be similar to AAUP's negotiations which also run into the issue of no money and stall out. Senator DeLone stated she knew about NU Values because her college's dean (CPACS) attends the Deans Forum and shares the information with his faculty. Senator Metal-Corbin stated she resents the use of the word 'family' in regards to working relationships.

Resulting Action: Senator Paterson agreed to invite Rod Oberle to update the Executive Committee and Cabinet on the issue of NU Values. Senator Paterson will in turn either report to the full senate or invite Rod Oberle to address the senate himself.

Faculty Senate Constitution and Bylaws Review Committee: Senator James Carroll

Written Report: No report; the committee did not meet in November.

#### New Charges

Election Procedure: At the December 6, Executive Committee and Cabinet meeting, Senator Paterson charged the committee with including procedures for handling more than one nominee for the position of officers, president-elect in particular. See section VI, A, 1.

Election of President: At the November 8, senate meeting Senator Paterson charged the committee with including a clause that the president (president-elect) must be a current senator.

Intercampus Resource Advisory Committee: Senator Douglas Paterson

Written Report, November 10: A report has not been submitted.

Written Report, December 8: A report has not been submitted.

Non-Senate Committee Reports (alphabetical)

Academic Planning Council: Senator Melodee Landis

Written Report: A report has not been submitted.

Verbal Report: Everything is set up for visitations to begin in February. Senator Paterson inquired who will be reviewed to which Senator Landis replied: Ann Coyne, Roger Foltz, Lynn Harland, Jane Woody, Donald Baum, Yong Shi, Wally Bacon, and Stan Wileman.

Alumni Association, Board of Directors: Professor William Wakefield

Written Report: A report has not been submitted.

American Association of University Professors (AAUP): Senator James Shaw submitted the following:

Written Report: November 16-17 (agenda attachment 32)

Verbal Report: Senator Shaw reported five salary surveys have been received as of December 12; the rest are expected shortly. He further noted this fall AAUP contracted a survey of peers based on their benefit packages and the data from that survey should be expected by the end of the week; it should include such items as retirement contributions and health insurance. Joseph Brown and William Pratt invited Senator Shaw to attend the last negotiation meetings. It was noted that the current negotiations include a proposal for a \$3000 stipend to be awarded each faculty member to help defray the increase in health insurance costs. Senator Shaw noted while this is a wonderful perk he remains concerned for staff who are already paid less and will not receive such compensation. Senator File stated he believes UNO uses a true list of peer while other institutions of higher learning lean towards a 'what-to-be' list of peers. Senator Shaw stated the last time the peer group was adjusted was 1996 and that sometime in the next few years it will need to be updated. Most agreed Portland State University is the truest peer institution to UNO. Senator Paterson stated he is a strong supporter of faculty power on campus and referred to administration's drive to strive for raising our standards above the mid-point of our peers. He further noted UNL's ranking has dropped from second to third according to the latest poll. Senator Paterson noted if it weren't for the union UNO would quickly drop as well. He then spoke to considering increased tuition in the coming years as well as the need to raise faculty salaries even though the bigger picture probably leans more toward paying certain faculty more rather than an across the board increase. Senator Shaw spoke to the bargaining contract which has been in place for twenty years noting that from one negotiation to the next it is not possible to make huge changes. He further stated the union can generally attack one contract problem at a time but it is quite difficult to address two or more. University administration currently has a little over \$1million on the table and if this figure proves to be solid raises could be approximately 4.25 or 4.26%, however, comparability numbers are needed before anything is truly known.

New Charge - Faculty Salaries/AAUP: At the November 1, Executive Committee and Cabinet (EC&C) meeting, Senator Shaw was charged with checking into the issue of faculty salaries with the possibility of requesting an UNOmaha AAUP representative to address the EC&C. See the November 1, minutes Section V, C, 2.

Graduate Council: Senator Angela Valle

Written Report: A report has not been submitted.

Strategic Planning Steering Committee: Senator Franklin Thompson

Written Report: A report has not been submitted.

## Old Business

Status of Revised Version of UNOmaha Demonstration Policy and Operating Regulations (held over from 11/08/00): This issue has already been discussed at the October Executive Committee and Administration meeting and the Chancellor's Council meeting resulting in administration requesting a response from the senate by December 1. This task must be on the fast-track and the review process assigned to either a standing committee or handled within Executive Committee and Cabinet.

For the Good of the Order: Bylaws of the Faculty Senate of the University of Nebraska at Omaha, 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.

New Business: Bylaws of the Faculty Senate of the University of Nebraska at Omaha, Article IV. Senate Agenda., Section 3: Final action on new business shall not include decisions on matters requiring approval by the chancellor or the governing body of the university until thirty days shall have elapsed after introduction, and the opportunity is provided for appropriate committee recommendation except when such business is an "emergency matter." The expression "emergency matter" used in Article IV of the constitution shall apply to any new business at any meeting of the faculty senate when two-thirds of the members present and voting approve. The vote on the question of "emergency matter" and all votes on the substantive question under consideration shall be roll-call votes).

First Time Get-Together for Minority Faculty: Tuesday, January 23, 5:00 to 6:30 p.m., FA Gallery.

University Village Parking in Student Lots (Library in particular)

West Campus Access (gated & locked)

Resulting Action: Senator Paterson charged the Committee on Faculty Personnel and Welfare with looking into issues of concern surrounding the locked gate on the west end of campus. He further suggested the committee review the twenty year agreement with campus neighbors not to allow campus traffic through their property noting it is the neighbors themselves who are complaining about access, not students. Caution was advised regarding unmonitored traffic and exposure to street traffic so close to the UNO Child Care Center.

IS&T Dean

Faculty Forum

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

Respectfully submitted,

Hesham El-Rewini,  
Secretary-Treasurer