Faculty Senate Minutes

8-9-2017

Executive Committee & Cabinet Minutes August 2017

UNO Faculty Senate

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Executive Committee & Cabinet
Minutes

Wednesday, August 9, 2017, 2 p.m., ASH 196

Members: Adams, Adidam, Arbelaez, Barone, Elder Grams, Landow, Miller, Nash, Woody
Excused: Robins

Guest: NU President Hank Bounds was welcomed at 2 p.m. and participated in a question and answer session, mostly on the current budget problems, until 3 p.m.

I. The meeting was called to Order by Vice President Barone at 3:02 p.m.

II. The Minutes of July 12, 2017, were approved as written.

III. Officers’ Reports

A. President’s Report: Senator Grams sent the following letter to all UNO faculty:

August 9, 2017
Dear Colleagues,

Welcome back to a new academic year. Much has been happening this summer, and I would like to hear from faculty in response so that I can best represent your interests, ideas, and concerns in upcoming meetings. Thank you to those who have contacted me, and thanks also to those who have contacted or met with Chancellor Gold. Open communication is very important, especially as UNO and the NU system implement responses to a large budget reduction. The latest information about budget response recommendations may be found here:
https://nebraska.edu/brt/implementation-areas

Faculty are invited to email me with comments about these or other topics, or we can set up a meeting. I am available to visit faculty meetings. A current roster of Senators may be found via the Faculty Senate website (https://www.unomaha.edu/faculty-senate/index.php), and I encourage UNO faculty to contact their representatives often. In addition, the Senate is represented by a large number of faculty who serve on a variety of University committees. Emails to Sue Bishop or me will be routed to the appropriate contact person, in case one of these committees can best address your question, idea, or concern. We cannot represent you as effectively if we do not hear from you!

Chancellor Gold and President Bounds have been encouraging communication with Faculty Senate leadership and others at UNO, and inviting faculty representation in a variety of meetings. Chancellor Gold met with me at the end of July to discuss UNO’s financial situation and the appointment of Don Leuenberger to advise him on Business and Finance matters, after Vice Chancellor Conley announced his plans to step down at the end of 2017. The Vice Chancellor of Business and Finance at UNMC, Deb Thomas, is also departing her position this fall. This situation, and
Chancellor Gold’s ability to call upon Leuenberger’s extensive experience in the interim, presents a near-term opportunity for consolidation and cost-savings. Chancellor Gold will be visiting the Faculty Senate at its annual strategic planning event at Mahoney State Park on August 16, to engage in discussion with the Senators. To contribute to this conversation, please contact your Senators or any of us on the Executive Committee. Chancellor Gold has been very responsive to our questions, so I also encourage faculty to communicate with him.

President Bounds met with the Senate last May and will be visiting the Executive Committee and Cabinet meeting of August 9. We have invited him to be a guest speaker at another upcoming full Senate meeting (details TBA). He has expressed interest in increasing communication with UNO faculty, and intends to be physically present on the UNO campus more often in the coming year. The next Regents meeting will not be held until August 11, and I will report back on this to the Senate.

I am representing the Faculty Senate on the Transition Advisory Council, along with a few other faculty members and representatives from the UNO and UNMC administrations, UNO staff and students. The purpose of this group is to assist Chancellor Gold in making the transition to his new leadership role at UNO, and to that end, each month different members of the Council make presentations on topics requested by the Chancellor, followed by group discussion and suggestions. Meetings began in June (so far, focused on Growth and Brand) and will continue through the fall. I am included in the sub-group that addresses “Education”, among the three areas of Education, Discovery, and Engagement, and I would appreciate hearing from faculty who have ideas to convey about UNO’s educational outcomes. The Transition Advisory Team is a larger group, composed of more representatives from UNO, who will perform a similar function in meetings throughout the fall. By the end of the process, Chancellor Gold should be well-versed in information about UNO. This information is being made publicly available, in case anyone is interested or has questions. In addition, I will be meeting with the Chancellor at least monthly, which is a key opportunity to discuss faculty issues. Again, the more I hear from faculty directly, the better I can communicate with the Chancellor on your behalf.

Other changes and events affecting faculty include the transition to Canvas, the upcoming eclipse, new kinds of parking permits and license-plate readers, the new Academic Integrity policy, construction on the Scott campus and other changes to traffic and roadways, and emergency preparedness information from the Student Government. The Faculty Senate has been involved in ongoing conversations about all of these items and continues to invite faculty feedback:

- A wide variety of training sessions for Canvas have been made available; Blackboard can be used in Fall 2017 and Spring 2018 but UNO will be fully transitioned to Canvas after this point. Stipends are available for some full-day training sessions, which may be particularly important for part-time faculty. New options for video are being implemented, and UNO has access to a suite of additional tools available to UNIZEN consortium members (UNO joined this July).
- The solar eclipse takes place on August 21 (begins in Omaha at 11:38 am – reaches the maximum at 1:04 pm – and ends at 2:30 pm). Viewing glasses and educational information will be available as part of Durango Days and through UNO’s Physics Dept., Education, and the Library (some educational events have already been held this summer). Faculty have discretion about how to handle classes on that day. More information will be provided.
- New parking permit information is available here
Part time faculty have some new options for permits, but the Faculty Senate continues to investigate ways to improve these options.

- The Academic Integrity policy has been updated and will appear in the 2017-2018 Catalog as soon as it goes live. A number of important revisions have been made, and faculty are encouraged to contact the Senate with any questions.
- The Student Government passed resolutions concerning Emergency Preparedness and faculty use of Canvas, and the Faculty Senate will work with students on these items going forward.

Finally, I would like to add a note about the nature and function of the Faculty Senate, which continues to thrive and eagerly pursue its responsibilities of shared governance. The Senate is involved in vital decision making processes at UNO, whether as an advisory body or in its purview over academic matters across the university. Our committees are active and engaged, accomplishing a great deal of important work for the faculty they represent. Especially now, as UNO and NU face a period of change and challenge in the midst of serious budget reductions, I encourage faculty to renew and strengthen their engagement with the Senate, faculty governance, and the ongoing operations of the University. Faculty insights, ideas, and expertise are essential. We are called – by our mission to transform and improve life – to become an even stronger and better university, and the contribution of each faculty member is needed in this endeavor. Thank you for asking me and the other Senators to represent you, and please let us know what we can be doing to help you.

B. Secretary/Treasurer Report: Senator Landow

1. Executive Committee & Administration (EC&A) Meeting: July 19, 2017, was cancelled.

<table>
<thead>
<tr>
<th>Res. #</th>
<th>Date Senate Passed</th>
<th>Title</th>
<th>Admin Accept</th>
<th>Sent forSenate Action</th>
<th>Denied</th>
<th>Deferred</th>
<th>In Progress</th>
<th>Final Action/Resolved</th>
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<tbody>
<tr>
<td>4282</td>
<td>3/8/17</td>
<td>Expenses Associated with Visas for International Hires</td>
<td>4/19/17</td>
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<td>SVC Reed explained the process for UNO paying for legal costs involved. These issues are usually handled by department chairs and personnel. Costs can’t be nailed down, since they vary by who is involved. BJ Reed said he would ask for a one page description of the process made available to faculty.</td>
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TO BE FOLLOWED UP

IV. Standing Committee Reports

A. Committee on Academic and Curricular Affairs: Senator Miller reported no meeting, no report.

PENDING:

1. Student Government Resolution for Timely Feedback from Faculty
   Senator Kealey asked the Senate to address the Student Government Resolution to have all faculty give timely feedback to students.
   Suggestions:
   1. A Hot Line for anonymous reported for students to be given a manner to address the issue.
2. This issue can be addressed in course evaluations.
3. This issue can be addressed internally through the review process.
5. Faculty member’s use of learning management systems and adherence to professional expectations.

Senator Elder stated that the Faculty Senate owes Student Government a response and attention to the SG Resolution.

(Sent to A&CA 4/12/17) (AC&A report 4/26/17 for to discuss)

2. **Need for Students to get Timely Feedback:** Committee members ended the 4/26/17 meeting with a discussion of the need for students to get timely feedback from faculty members. This discussion expanded to also include faculty member’s use of learning management systems and adherence to professional expectations. The discussion will be continued at the next committee meeting. It will be included in Pending for the next EC&C meeting.

B. **Committee on Educational Resources & Services:** Senator Robins Adidam reported no meeting, no report.

**PENDING:**

1. **Canvas and UNIZEN dashboard availability.** The EC&C, on 6/7/17, sent this to the Educational Resources & Services Committee.

C. **Committee on Faculty Personnel & Welfare:** Senator Elder reported no meeting, no report.

**PENDING:**

*Follow up on status of H1B Visas audit. VC Smith-Howell said she would check on it at the 5/17/17 EC&A meeting.*

D. **Committee on Goals and Directions:** Senator Arbelaez reported no meeting, no report.

**Pending:**

1. **Facilities Planning and Faculty Representation (Sent to G&D 2/10/16)** – As important and continuous decisions are made regarding facilities planning on campus, we would like to see more faculty involvement in these plans, and be allowed frequent opportunities to engage in discussion with administration about facilities planning. The one committee the Faculty Senate is aware of is the University Committee on Facilities Planning, which typically meets once a year. The University Committee on Technology Resources, Services & Planning meets more frequently, but its primary focus is on the technology needs of the campus. In a previous meeting Goals & Directions met with Deb Smith-Howell to address administrative communication and questions about the University’s Strategic Plan and the Faculty Senate’s part in that process. We discussed the possibility of a more regular liaison with Dr. Smith-Howell with a representative from the F.S. Goals and Directions Committee that could increase the level of communication and information in this area.

2. **Unit Based Recruiting:** (Sent to G&D 8/17/16) This item has focused on how individual departments may contribute to the recruitment and retention of students in better pursuit of the University’s enrollment goals. Goals and Directions temporarily tabled this item and it will remain on our Pending list.

3. The UNO Admin responded to Resolution 4285, 5/10/2017: **Deferred Action for Childhood Arrivals (DACA)** with plans to draft guidelines for faculty. EC&A
would appreciate members of the FacSen committee (e.g. Dan Hawkins et al) staying closely in touch with Student Affairs (Dan Shipp, Jonathan Benjamin-Alvarado) and the CFE to review and collaborate. (Sent to G&D to keep in touch 6/7/17).

4. **Soliciting Faculty Insights on UNO’s Leadership Transition.** *(The EC&C, on 6/7/17, sent this to the Goals & Directions Committee.)*

5. **Mav Creed**

   The following was submitted to the UNO Faculty Senate. Attached below it is the resolution from Student Government, a note that the Staff Advisory Council will also pass a favorable resolution, and the Mav Values Document. The UNO EC&C, on 6/7/2017, forwarded this item to the Goals & Directions Committee for discussion at the August 16, 2017, Retreat.

   On Mar 31, 2017, at 8:32 AM, Philip Covington <pcovington@unomaha.edu> wrote:

   **Faculty Senate, Staff Advisory Council, and Student Government:**

   Over the course of about 18 months, a university task force took on the task of creating a document that captures the essence of what it means to be a UNO Maverick. The task force included members appointed by Faculty Senate, Staff Advisory Council, and Student Government. Data was gathered from nearly 900 members of the university community, with special attention given to garnering feedback from individuals in under-represented groups.

   Six primary themes emerged from the analysis of the data and the task force worked to briefly define each, intentionally weaving in language from the raw data. Those six statements form the core of the Maverick values document. These community standards serve as a foundation for mutual expectations of engaging one another within this university community and with our partners beyond.

   It is our pleasure to forward the document to you and ask for your formal support of its tenets before we advance it to the Chancellor’s Cabinet for final approval.

   Respectfully Submitted,

   **Dr. Dan Shipp, Vice Chancellor for Student Affairs & Enrollment Management and**

   **Dr. Phil Covington, Senior Director of Student Life and Chair of the Defining the Maverick Experience Task Force**

   **Student Government Resolution:**

   **WHEREAS,** the University of Nebraska at Omaha (UNO) is committed to creating distinctive values that all faculty, staff, administration, and students should follow, and;

   **WHEREAS,** beginning in 2015, a taskforce of people from all areas of campus conducted and analyzed survey data, brainstormed ideas, and created a finalized document featuring the values that all UNO members should engage in and expect from others, and;

   **WHEREAS,** two surveys were utilized to determine initial ideas for why students came to UNO, what they like about UNO, and whether they are proud to be a Maverick, and;

   **WHEREAS,** there was data collected from close to 900 members of the UNO community, and there was a primary focus on reaching underrepresented individuals, and;

   **WHEREAS,** after analyzing the data, the taskforce realized that the UNO
community was lacking a creed to clearly define what it meant to be a Maverick and the Maverick experience, and;

WHEREAS, through extensive work, the taskforce, with assistance by University Communications and Dr. Dan Shipp, created a Maverick Value document listing the specific values as well as a statement noting that these values must be integrated in order to have an impact.

THEREFORE BE IT RESOLVED, that Student Government of the University of Nebraska at Omaha (SG-UNO) supports the Maverick Value document that better defines what it means to be a Maverick and its integration into the University system and communities beyond.

Staff Advisory Council: On April 11, 2017, Staff Advisory Council voted unanimously to pass a resolution in support of the document spelling out what it means to be a UNO Maverick.

Below is the Mav Values Document:

We the students, faculty and staff of the University of Nebraska Omaha (UNO) hold the following community values to be the foundation of our identity as Mavericks.

As Mavericks, we commit daily to advance and support our community values:

Authenticity
We stay true to our authentic selves and respect the unique and shared histories of the other members of our community.

Integrity
We strive to make sure our words are consistently reflected in our actions and treatment of others.

Inclusion
We are committed to cultivating a campus climate that welcomes and supports people of all cultures, beliefs, identities, and backgrounds.

Service
We engage in service with others to improve the lives of individuals throughout the Omaha metro area, state and beyond.

Resilience
We rise above difficult challenges through hard work and courageous determination.

Achievement
We accomplish our individual and shared goals by reaching high personal and professional levels of excellence.

We realize that these values are only words until we integrate them into our individual and shared actions. We commit to advancing these values as Mavericks at UNO, in the greater Omaha community, and beyond.

6. Parking Changes and Parking for Adjunct (Part Time and Temporary)

Faculty:

Part-time permit options.

- Night Only Surface Permit – after 2:30 P.M.
- Lot T $5 Entry - Weeks 2-16 of Fall/Spring Semesters (all-day)
• *Daily/Hourly Permit Options* $1-4
• *Reduced fee West or Pacific Street Garage Permit* - $200 Annually
• $3 after 12:30 P.M. in the East Garage Lots U and T only.
• Lot 26 (no permit required with free limited shuttle service)

E. **Professional Development:** Senator Adams reported no meeting, no report.

**PENDING:**

1. **Faculty Professional Development Leave policies/procedures:** Given a growing number of questions and concerns about this issue, our committee will be gathering information (policies/procedures) at all levels (regents, university, colleges, departments) and comparing those documents in order to explore questions, including:
   a. Can faculty get a full year of leave if waiting until 12 years of service instead of at 6 years?
   b. What are the earning restrictions while on leave (sabbatical)?
   c. What documents govern how leave is prioritized/awarded?
   d. What are the criteria for leave across colleges/departments? How consistent are these?
   e. Who all reviews and/or weighs in on these decisions?

What language does the AAUP contract have regarding leave/sabbatical?

F. **Committee on Rules:** Senator Nash reported no meeting, no report.

**PENDING:**

1. The Committee continues to review which Campus & University committees require participants who also serve on the Faculty Senate, and which committees might be served by representatives from the faculty at large.

V. **Other Faculty Senate Committees**

A. **Faculty Senate Budget Advisory Committee Report:** Prof. Johnson/Hall, Maher, O’Hara (No meeting, no report.)

VI. **Ad hoc Committees**

A. **Ad hoc UNO-UNMC Faculty-to-Faculty Communication and Collaboration Committee**

President Grams reported that she had six UNO faculty to recommend for this Ad hoc Committee:

- Timi Barone, A&S & Faculty Senator
- Connie Schafer, ED & Faculty Senator
- Craig Maher, CPACS & Faculty Senator
- Dhundy Bastola, IS&T
- Destiny Sewell, CBA
- Suzanne Sollars, A&S & Faculty Senate Past-President
- Adam Tyma, CFAM

VII. **Unfinished Business**
A. **Retreat Planning** was finalized.
   - **Speakers:**
     1. **AVC Jonathan Benjamin-Alvarado** (before lunch, invited to join us for lunch)
        - Comprehensive analysis of inclusion and equity here at UNO. Part of the process was a contracting external consultants to assess faculty, staff and student responses to focus groups on diversity, inclusion and equity. (15 min presentation, plus Q&A)
     2. **Interim UNO Chancellor Gold** (Q&A)
     3. **Timeline/Schedule** (handout)
     4. **Catering from HyVee**
        - Continental Breakfast (plus large fruit tray & 24 yogurt)
        - Cold Buffet Lunch/Make your own Sandwiches, plus salads & fixings (Spring Salad, Broccoli Supreme, four Bean Salad, large Veggie tray, Chips, Cookies & Brownies
        - Snack: Dessert Bars
        - Beverages(refreshed all day): Coffee (Reg. & Decaf..), Water, Soda, Ice Tea

**PENDING**

A. **Grading Policy Change for “F” “FW” Grades** (Policy draft 11/02/15 by Financial Support and Scholarships Office, updated 11/15/15.) (Another issue to note is verification of attendance.) (Fall 2016 w/ Senator Grams and Executive Committee)
   - On 3/1/17, the EC&C had these questions and asked that they be put on the EC&A agenda:
     1. Are Faculty, both full time and adjunct, responsible for records retention? On 6/7/17 President Grams stated that she will be checking with Bret Blackman regarding data security.

B. **Participation in UNO Faculty Senate** (*Fall 2016 to EC&C Pending*)
   - Need to encourage and strengthen participation on UNO Faculty Senate.
     1. One possibility might be to change the FS Constitution
     2. Discussions with Colleges
     3. Go to Chairperson mentor(s)?
     4. Go to Board of Chairs
   **How to Encourage Faculty to Serve on the Faculty Senate:** Informal data collection by the committee of approximately 40 UNO faculty members has generally revealed that Service of this nature tends to be acknowledged with little payoff compared to the perceived time commitment associated with governance. There is also a great deal of misinformation about the time obligations; nevertheless, most of the faculty we talked to showed little interest in this service even after we answered questions. The Goals and Directions Committee is now discussing ways to help the departments incentivize Faculty Senate and other University service opportunities by increasing by better recognizing the value of this service in ways such as higher Merit rankings on Annual Review, etc. (*The EC&C asked, on 6/7/17, that this be discussed at the 8/16/17 FS Retreat.*)

C. **Telecommunications** At the 6/7/17 EC&C meeting President Grams said she will consult with Bret Blackman concerning the recent reorganization in Telecommunication.
D. Change Start Time of UNO Faculty Senate Meetings?

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On 6/7/17 the EC&C suggested this be discussed at the 8/16/17 FS Retreat.

VIII. New Business

A. Faculty Senator for Digital Communications Committee (Senator Grams)

We need a faculty senator volunteer with interest in being on the Digital Communications team. The question will be asked at next week’s Retreat.

B. Mileage Rate Reduction to $.25 per mile.

The EC&C asked that this be put on the next (September) EC&A agenda. President Grams will write to the submitting faculty member, Dale Eesley. Some questions were: Is anyone sure this is cost effective? What are the disadvantages?


The EC&C wanted these links sent to the entire Faculty Senate so each senator can be ready to ask questions of Chancellor Gold at the Retreat next week.

D. A Total Eclipse will pass across the USA on August 21, 2017. A swath of Nebraska, just south of Omaha is in the path of totality. It was announced that UNO will be open for the first day of Fall 2017 classes and faculty can decide whether to have class or not. This does not have to be on next week’s full Senate agenda.

E. Student Government request for Emergency Preparedness Communications

The Student Government passed a resolution asking that faculty include the following statement on Emergency Preparedness in their syllabi. Grams sent a response letter suggesting alternative means of communicating emergency
preparedness information to faculty and inviting them to share it with students. Grams now seeks additional faculty suggestions concerning how that might be best accomplished.

**EMERGENCY PROCEDURES**

The University of Nebraska Omaha (UNO) is committed to protecting the welfare of its community members as well as its intellectual property and facilities. The emergency response plan (ERP) has been developed to minimize the impact of emergencies and maximize the effectiveness of the campus community's response to those incidents. Please reference the Building Emergency Response Protocols for Syllabus attachments on the following pages. It is important that you follow these instructions and stay with your instructor during an evacuation or sheltering emergency.

https://www.unomaha.edu/emergency/index.php

Sign Up for Emergency Text & Email Alerts UNO uses text message capabilities to reach a broader area than other methods permit. You can also elect to receive an email of the emergency message. This service is free to the UNO community. All students, faculty and staff are encouraged to sign up.

https://ebruno.unomaha.edu/ans/login.php

The EC&C gave this issue to the ER&S Committee and asked that the chairperson or representative from that committee meet with someone from Student Government regarding this issue, reiterating that the Faculty Senate is not going to tell any faculty member what to put in their syllabus.

**F. Canvas Usage/Adoption**

Communication from Jaci Lindburg:

Due to compliance and budgetary issues, Panopto is transitioning to ilos in August 2017. A small group of UNO faculty piloted ilos in summer 2017 and found it to be very similar to Panopto in terms of creating, storing, and hosting video to use both in and out of Blackboard/Canvas, but ilos also provides an absolutely critical upgrade - 99% accurate captioning made available right within the system. Rather than captioning involving a third-party provider and an additional cost ($2/minute) to the university (as is the case with Panopto), our agreement with ilos will allow us to caption all video as part of our contracted agreement with the company. The process to caption video is smooth and will be applied to video in less than 24 hours. This component of the system is a critical piece to helping UNO avoid compliance/accessibility lawsuits and provide the best possible education for all our students by employing Universal Design for Learning best practices.

All existing Panopto users have been contacted individually about this transition, and College Deans/College Techs are also aware. Faculty/staff can begin using ilos through Blackboard or Canvas as soon as August 9. By August 11, copies of all existing Panopto videos will be available in ilos. This means that the only piece faculty will be left to do is update any Panopto video links in their Fall classes with the new ilos video link. If faculty would like assistance in reviewing their Fall class/updating video links, I encourage them to reach out to Kristin Bradley, UNO Instructional Design Technology Specialist, at kristinbradley@unomaha.edu. As of August 18, faculty will not be able to create new video in Panopto. As always, the UNO Digital Learning team is available for training and support if faculty would like to see additional features or have a consultation about using this system.

As we continue to respond to budget restrictions and a heightened need to create accessible content in course materials, we are pleased to have integrated ilos video...
platform into the learning management system and we hope faculty find it a useful
tool to engage with students. If you have any questions, please do not hesitate to
contact Jaci Lindburg, Director of Digital Learning, at jlindburg@unomaha.edu.

The EC&C asked that this be put under XI. Announcements on the Retreat
agenda.

IX The meeting Adjourned at 4:01 p.m. with announcements.

X. Announcements
A. Faculty Senate Retreat: Wednesday, August 16, 2017, 8 a.m. to 4 p.m., Mahoney
State Park (Riverview Lodge)
C. Faculty/Staff Picnic: Wednesday, August 30, 2017, 11 a.m.-1 p.m., MBSC Ballroom
D. Board of Regents Mtg: Friday, September 22, 2017, at UNO

<table>
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<th>Schedule for 2017-2018</th>
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<tr>
<td><strong>EC&amp;C Meetings</strong></td>
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<td>(Usually 1st Wednesday of month)</td>
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<td>June</td>
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<td>*July 12</td>
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<td>April 4</td>
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<td>May 2 (4/30 – 5/3 Finals)</td>
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