

12-6-2017

Executive Committee & Cabinet Minutes December 2017

UNO Faculty Senate

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Wednesday, December 6, 2017, 2 p.m., ASH 196

Present: Adams, Arbelaez, Barone, Elder Grams, Landow, Miller, Nash, Robins, Woody

I. The meeting was called to order at 2:03 p.m. by Vice President Barone.

II. The Minutes of November 1, 2017, were approved as submitted.

III. Officers' Reports

A. President's Report: Senator Grams sent the following letters to all UNO faculty:
November 29, 2017

Dear UNO Faculty Colleagues,

Recently I sent you a copy of a draft NU system-wide policy on Freedom of Expression. Thank you to those of you who sent feedback, which was informed and extremely helpful. It is important that this policy offer a robust defense of freedom of expression and that it appropriately represents the faculty's value of academic freedom. I would like to extend the deadline for sending feedback on the policy, in case anyone else has comments. Your compiled suggestions will be presented next Tuesday when the Faculty Senate presidents from all the NU campuses meet with President Bounds. Please let me know if you need another copy of the draft policy sent to you. Some faculty have questions about recent events in the news involving the UNL faculty and AAUP letters, and I would encourage you to examine the draft policy on freedom of expression at NU and send your recommendations, as this is a key opportunity for faculty to be part of the deliberative process.

You may have seen other news stories related to budget issues, and I have received various faculty questions. Chancellor Gold answered many questions about this at his recent Town Hall meeting, and he continues to welcome questions from faculty on these or other matters. Several different moving parts are involved here. I would like to outline a few items below in order to ensure that all of you are well-informed, and so that disparate matters are not conflated.

First, the 2017-19 NU system budget had to account for a shortfall of \$49 million by 2019. For perspective, this is roughly equivalent to the entire instructional budget at UNK. Assessing the UNO-specific impact of that budget is complicated because we are following a different and, hopefully, more prudent and strategic process. In the past, maybe campuses would be given a number representing their share of the cut and then would engage the usual constituencies to identify savings. This time, President Bounds is trying to accomplish the budget cutting in a way that avoids impacting academic programs where possible, and thus the BRT process was created to identify efficiencies. This permits NU to target savings that reach across the campuses, which might never be realized if we stuck to the program of each campus functioning as its own island for identifying cuts.

President Bounds has included mechanisms for review and evaluation in the BRT

process, so it is vital that we gather and send feedback about specific impacts or unforeseen issues that may arise. An example of this you may have heard about involved proposed changes to the accumulation and use of vacation and sick leaves, concerning which extensive feedback from staff and faculty at different campuses was received. The changes have been postponed and will be studied further. Including more faculty in the review process could be beneficial, given their practical expertise in such areas.

This Fall 2017 at UNO, budget cuts have not resulted in the loss of employees whose positions were eliminated, which is terrific. On the other hand, savings is being realized from unfilled positions (both business side and academic). As we know, UNO has been operating with a very "lean" budget for many years now. Some unfilled non-academic positions have been permanently eliminated, but unfilled faculty lines have been temporarily unfilled. This could change with any future budget reductions. UNO has experienced budget cuts insofar as savings targets set centrally needed to be met in Business and Finance, Student Affairs, and business functions in Academic Affairs. Furthermore, the BRT process is still being rolled out, continuing to affect this current 17-18 year and business operations at UNO.

The individual NU campuses are impacted differently by budget cuts, not only due to differences in the business operations affected by the BRT recommendations, but because in some cases (e.g. UNK) enrollment is down and further savings were therefore required.

In a separate effort, given the reality of lower state revenues and potential future cuts (including to the current 17-18 year), Deans and others are trying to be as cautious with spending as possible. Chancellor Gold and SVC Reed have assured us that if/when any further cuts that affect academic programs occur, faculty and the other relevant constituencies will be included in the deliberation processes.

Finally, another completely separate process of review and revision of the base budget allocation to all campuses in the NU system has been underway for some time now. Unlike the processes discussed above, this review is not related to the current fiscal conditions in Nebraska or the allocation of funding from the Legislature to NU, and it would have occurred regardless of what was happening with state budgets. Consultation with independent experts from the National Center for Higher Education Management Systems (NCHEMS) led to development of recommendations concerning the costs of providing instruction, and the model for determining funding allocations to the campuses. The Omaha and Lincoln newspapers recently reported on this, but it is important to emphasize that shifts in this area do not change the BRT process or the other budget information explained above, and the two issues are distinct. Under the new funding model, UNO's portion of the "state-aided budget" is projected to increase from 15.9% to 16.4%. However, its "State Appropriation per FTE" remains considerably lower than on other campuses, and "on a per-student basis, UNL students will continue to receive the most funding" among the NU system campuses.

I will be writing you again soon with updates on these and other matters the Faculty Senate has been working on. The Transition Advisory Council (TAC) that has been helping Chancellor Gold is drawing near the close of its work, and will meet soon with the full group on the Transition Advisory Team to discuss what we have learned and shared. The Chancellor is preparing documents to publish so that everyone can review and contribute ideas.

One of the most important takeaways I have had from participating on the TAC is

that every person who teaches or supports students at UNO can have a powerful impact on the financial health of our university, while working to strengthen academic quality. If we take an "all hands on deck" approach to boosting student retention and completion, we can achieve growth that is not pursued haphazardly or simply for growth's sake, but is focused on helping our students succeed. This work is vital. Faculty at UNO are transforming lives and, in the process, improving the well-being of our Omaha metro community. Thank you for what you are doing each day – it truly matters to all of us.

Board of Regents Meeting 12/5/2017

Dear Senate Representatives and Faculty Colleagues,

Yesterday's Board of Regents meeting produced considerable new information about subjects I wrote you about in my last email, so I hope you will forgive my sending yet another update today.

First, you may have seen opinions or claims reported in the media about state appropriations budget reallocations to different NU campuses, or about additional budget cuts expected to be announced. However, the following is, to my knowledge, the most accurate and current information.

President Bounds communicated to the BoR and the four Faculty Senate presidents that *NO campuses have had to take any state appropriations cuts this year (17-18), including UNL and UNMC*. The BRT process has resulted in an additional 2 million in savings, and revised expenditures on health insurance have resulted in a savings of 4.6% off the projected 10% increase for which NU had already planned. This is why no appropriations cuts are being made at this time. Some campuses may have changed internal allocations or made cuts to accommodate reduced tuition revenues and enrollment, but no system reallocation plan has been implemented. However, President Bounds continued to stress that we are in a challenging state financial environment that may very likely lead to future cuts. The BRT process will continue to find savings and efficiencies.

Then, Bounds addressed the system funding model, which had not changed since 1992. He explained the NCHEMS review of the model and the need to achieve greater fairness. A detailed examination of the costs of delivering instruction in different programs and levels was undertaken. No single factor like SCH can provide the basis for determining allocations, given the disparities in the missions and offerings of the four campuses (e.g. UNMC cannot be funded based on SCH for obvious reasons). In addition, some programs (e.g. Engineering) might have a higher delivery cost that requires different funding. Bounds acknowledged that the information determined in this analysis has influenced planning, but a new model has not been implemented. Even under a new model, UNL still receives a much larger share of the state appropriations per student, and has far more staff per student than some other campuses.

During the public comment portion of the meeting, three UNL faculty members presented statements: Julia Schleck, State AAUP Conference President and Graduate Chair in the Department of English, who read a statement that has been signed by 315 faculty, mostly from UNL but including those from other campuses, and may be found on the State AAUP website. David Moshman, Professor Emeritus of Educational Psychology, and past president of the ACLU of Nebraska and Academic Freedom Coalition of Nebraska, stressed the need for the BoR to protect both conservative students and academic freedom, while stating that appropriate processes

were not followed at UNL after the August incident involving a graduate lecturer. Sarah Purcell, UNL Faculty Senate President, recommended that in the interests of shared governance, faculty be included in the BoR in some fashion, either via service on Board Committees or through the constitutional change required for participation parallel to that of the Student Regents.

Both President Bounds and UNL Chancellor Ronnie Green made statements to the Board in response to recent events. Bounds said that faculty concerns need to be taken seriously. He emphasized that decisions at NU are made solely based on what is in the best interests of the students, faculty, and staff of NU, and that NU is an independent university under the governance of the elected Board of Regents. The BoR expects us to vigorously defend academic freedom, he said, and we can proceed either by becoming divided or by uniting behind the goal of being productive and becoming a model university for open discourse. Bounds suggested that greater focus on and celebration of NU's excellent productivity is appropriate: our work on food and water security, which he noted is one of the most pressing national security issues of our time, our world-class cancer treatment and research center, our leading expertise on issues like terrorism and WMDs, and our second year in a row of record enrollment and, even more importantly, greater numbers of students retained and achieving a degree. He added that our toughest budget reduction issues probably lie ahead, but that real progress has been made.

Chancellor Green noted that 16% of the UNL faculty had signed the statement read by Dr. Schleck. He said there had been "clearly inappropriate behavior" in the August incident "that we do not expect from employees or students". He outlined provisions made in response, such as the Gallup Climate Feedback survey [note: which may be extended to UNO and other campuses as well], an anonymous comment line, and educational materials covering five major topics related to freedom of expression.

A new proposal to modify BoR Bylaws language concerning the "period of service before a continuous appointment", which may be found on pp. 101-102 of the December BoR Agenda and will be voted on in a subsequent meeting, came from Provost Susan Fritz. The change makes clear that the seven-year period prior to continuous appointment is an absolute maximum that cannot be modified in the initial agreement, but that subsequent extensions of the seven-year period may be granted with approval of the President in accordance with the policy on Interruption of the Tenure Clock in Cases of Maternity, Disability, or Family/Medical Leave.

Faculty Senate presidents were briefed on the progress of the NU-wide policy statement on Freedom of Expression by Carmen Maurer, BoR Corporation Secretary. It is hoped that a final version can be brought to the Board in early January, so after receiving some answers to questions raised by UNO faculty who sent in feedback, I will be preparing further advice and comment on the policy. Maurer tasked the four Senate presidents with providing a combined set of recommendations from faculty by next week.

Faculty Senate presidents met with Stancia Jenkins, the Associate to the President and Assistant Vice President for Diversity, Access, and Inclusion. She updated us on four focus areas for system-wide DA&I efforts. UNO is represented therein by Jonathan Benjamin-Alvarado, Cecil Hicks, and Charlotte Russell. Faculty or others who wish to access further information and training, or participate in the "boot camp" of the National Center for Faculty Development and Diversity, should contact VP Jenkins or one of our campus representatives. Senate presidents shared our comments

and questions with Jenkins.

In recent UNO campus news, effective January 8, no parking permit will be required after 7:00 pm in General Use Parking Spaces (i.e. the usual restrictions involving reserved/handicap/designated/motorcycle spaces and the like will remain in place). Thank you to Vanessa Rath for all her work to accommodate the UNO community's needs in this area.

Finally, Heath Mello has been appointed the NU Associate Vice President for University Affairs.

SVC Reed will address the Faculty Senate at its next meeting at 2:00 pm on Wednesday, December 13. Best wishes for a smooth end-of-semester time for everyone, and I will see you at graduation on December 15. Please keep the comments and suggestions rolling in!

B. Secretary/Treasurer Report: Senator Landow reported the

1. EC&A met November 15, 2017

Chancellor Comments:

The Chancellor indicated that he will host a Town Hall meeting at UNO and UNMC on Monday, November 20. He went on to say that UNMC and UNO are not facing specific budget cuts at this time, unlike UNK and UNL, although we need to start preparing for next year, which is projected to be more difficult than 2017. He pointed out that the Governor has said he will withhold 2% this year. There is no reason to think that the ag economy will improve much in the near future. We will have to continue to tighten the budget.

IT Services

Director of Digital Learning Jaci Lindburg offered a report titled the Five Year Digital Learning Strategic Plan. The Chancellor indicated that, of new students, fulltime online students are the fastest growing group system-wide.

FUSE

President Grams discussed the FUSE program, and how it involved faculty. The Chancellor is looking for other ways to continue funding the program. President Grams stated that faculty input was essential for successful programs.

Freedom of Expression

President Grams is gathering faculty feedback on the proposed system-wide policy distributed by NU VP and Provost Susan Fritz and will communicate this to President Bounds.

Resolution 4314

The question is how do we get students timely evaluations of their work, i.e. how to get and give timely feedback? Faculty will need to give advanced warning to students regarding what should be expected in terms of evaluation, depending on the type of course, assignment, etc.

Resolution 4315

A discussion of the possibilities of sharing data bases and other research tools between UNO and UNMC, and in some cases, the rest of the system. It also addresses other ways to cooperate and collaborate between the campuses.

Meeting adjourned at 3:35.

**2017-2018 Resolution Action Table
(Action Pending and Current Resolutions)**

Res. #	Date Senate Passed	Title	Admin Accept	Sent for Senate Action	Denied / Deferred / In Progress	Final Action/Resolved
4315	11/8/17	UNO/UNMC Communication and Collaboration Regarding Library, Parking, and Transportation	11/15/17			Acknowledged
4314	11/8/17	Include in ACE a Question Regarding Timely Feedback for Students	11/15/17			Acknowledged
4282	3/8/17	Expenses Associated with Visas for International Hires	4/19/17			<i>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.</i>
4279	12/14/16	Grievance Committees Summer Compensation	12/21/16 3/15/17 4/19/17			<i>- SVC Reed says they may need more information. It is a workload issue as much as a compensation issue. Let's have further discussion. - BJ reiterated that summer pay is not likely to happen, as faculty select a variety of service opportunities. Regarding the three grievance committees, he feels that faculty select this type of service, similar to how faculty choose to serve on thesis committee. Chancellor Christensen said these type of issues, like summer grievance committee work, seldom occur. He is also apprehensive of anyone who has service in the summer wanting compensation. Some service such as FS President and IRB receive workload compensation.</i>

2. Treasurer's Report: Senator Landow gave the November 2017 Budget Report.

IV. Standing Committee Reports

A. Committee on Academic and Curricular Affairs: Senator Miller reported the Committee met November 29, 2017.

Committee Members Present: Connie Schaffer, Kelly MacArthur, Stan Wileman, Burch Kealey and Holly Miller

Guests Present: Mark Shriver, Adam Weaver and Keristiena Dodge

Absent: Craig Maher

Guests were introduced and all were welcomed.

New Business:

There was one agenda item for this meeting, the review of a proposed MA in Applied Behavior Analysis Program. Mark and Keristiena listed the University groups that have already approved this program and A & CA committee members posed content and procedural questions. There were extended discussions of the following topics:

- Collaboration with other UNO Departments and Schools
- Clarification of the joint administration of the proposed program
- Credit hour production and the University unit that retains those hours
- Having a concentration, in place of a program, wouldn't allow for new faculty resources
- Practicum requirements (Start in a student's second semester of the program. Approximately 20 supervised hours per week for 12 months. Unpaid. Most practicums will be done at MMI, but other locations are acceptable. It is anticipated that the number of required practicum hours will increase in the future.)
- Target market is students who plan to stay in Nebraska because licensing requirements vary from state to state.
- Currently 6 classes for this program are online. The goal is to have all classes online. No new or unique methods of evaluation are needed for these courses.
- Budget numbers were discussed, including tuition revenue and student/faculty ratio.
- The second UNO faculty line would not be hired until there is a demonstrated need. This hire is targeted for the fifth year of the program.
- The proposed program is unique in Nebraska, even within the Psychology programs currently offered. There is a demonstrated need for this program. Presently the Psychology Department is only admitting 30% of applicants because they don't have the capacity to admit more, so the program will support growth.
- There is always competition for state and national government health care dollars. Recently new markets have been opened particularly for care of autistic individuals, which is addressed in this program.

Guests were thanked for their time and left. Committee members continued their discussion of the proposed MA in Applied Behavior Analysis Program.

The committee voted to Approve the program with two reservations with the following resolution.

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*In order to join the discussion Vice President Barone passed the gavel to President Grams at 3:48 p.m. President Grams passed the gavel back to Vice President Barone at 3:50 p.m.*  
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RESOLUTION for the Approval of the Proposal for a MA in Applied Behavior Analysis

WHEREAS the proposed graduate degree is unique in Nebraska and

WHEREAS the program courses and practicum experience have been approved by the Behavior Analyst Certification Board and

WHEREAS applied behavior analysis has garnered attention respective to its utilization for the effective treatment and education of individuals with autism spectrum disorders (ASD) and related developmental disabilities and

WHEREAS the program will be jointly administered by UNMC and UNO, allowing for the continuation and extension of the existing program track in ABA in UNO Psychology and

WHEREAS students graduating with this degree will be prepared to join the workforce in Nebraska.

THEREFORE, BE IT RESOLVED that they UNO Faculty Senate, with the above matters being taken into consideration, do hereby approve the proposal with the following reservations.

1. We urge the proposal to further articulate the referenced “planned collaborations” with other UNO departments. Specifically, the proposal might mention how those programs will be included in decisions related to programs of study and resource allocation.
2. The committee is uncertain about our responsibilities regarding the evaluation of the financial details of this proposal. To our naïve eye it appears that the marginal costs will significantly exceed the marginal revenues. We made that conclusion based on an assumption that at least some of the \$92,044 in budgeted revenue for Year 1 are already reflected in current tuition receipts. Thus – if the program is as successful as indicated in the budget such as to require two full-time faculty members the program tuition will not cover the full costs of faculty time. We were also concerned that the budgeted costs do not anticipate any increase in faculty salary or benefits over the five-year analysis period. In sum, we have reservations about the financial risk of this program in this period of funding uncertainty.

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The above resolution will be passed to the full Senate next week.

Unfinished Business: None

For the Good of the Order:

Two issues were discussed.

Pending:

Committee members agreed to start reviewing a proposed MS in IT Innovation at the January 2018 meeting.

Meeting adjourned at 3:36 p.m.

**PENDING:**

**1. Student Government Resolution for Timely Feedback from Faculty**

~~The UNO SGA passed resolutions concerning the provision of timely feedback from faculty to students (9/17), and the use of the campus LMS to communicate information (Sent to A&CA 4/12/17). One response from the Faculty Senate was Resolution 4314 (passed on 11/15/17), requesting the addition of an ACE question regarding timely feedback. Appropriate actions were taken to implement this change, which is anticipated in Spring 2018. Faculty will need preparation and guidance regarding this change beginning in January 2018. Discussion of other possible responses to the two SCA resolutions is continuing. This issue was dealt with in November dismissed.~~

**B. Committee on Educational Resources & Services:** Senator Robins reported the ER&S committee met November 29, 2017.

Senators Attending: Tej Adidam, Azad Azadmanesh, Scott Glasser, Barbara Robins, Mark Schoenbeck, Andy Zhong.

UNO Student Government guest

Emma Franklin, a current student representing the Sustainability Committee for the UNO Student Government attended our meeting to discuss ideas for improving awareness for select sustainability issues such as paper usage. The ER&S committee members shared ideas and options which Emma agreed to report back to her committee in the spirit of increasing awareness and future collaborations.

Courseleaf Subcommittee

Senators Adidam, Schoenbeck, and Glasser reported their findings regarding Courseleaf which is currently being used to schedule UNO courses. Given the complexity of the scheduling problems and the fact the program must handle a wide variety of needs for multiple UNO units, it was recommended the concerns be sent to the EC&C committee with the additional suggestion that Senator Adidam present the problems at an upcoming UNO Chairs & Directors Meeting.

Paul Beck Scholarship

Having received updated information from Sue Bishop regarding available funds for scholarship awards, the committee discussed a timeline and possible changes to award criteria. The subcommittee (Senators Robins, will make revision to documents. The approved timeline:

- Dec 2017 – editing of fliers, scholarship information documents, application form.
- January 2018 – make materials available for student applications with a deadline in February.
- March – committee reviews applications and selects awardees.
- April – students are awarded scholarships, possibly during Honors Week.

**PENDING:**

1. **Canvas and UNIZEN dashboard availability.** *The EC&C, on 6/7/17, sent this to the Educational Resources & Services Committee.*
2. **Request for Travel Authorization and Purchase of Travel. 10/2017:** Senator Robins briefly reported on having located the source of the document used by UNO titled “Request for Travel Authorization and Purchase of Travel.” At a future meeting we will discuss suggestions for additions to this document to assist faculty in identifying the need for and for purchasing travel insurance.
3. **Functionality of Courseleaf, (12/2017)** Senator Adidam will present the problems at an upcoming UNO Chairs & Directors meeting.
4. **Paul Beck Scholarship.**
5. **UNO SGA report on Sustainability Initiatives.**

**C. Committee on Faculty Personnel & Welfare:** Senator Elder and two other committee members met and discussed suggesting a change to the name of the Parking Advisory Committee to the Transportation Advisory Committee. As there was not a quorum at that FP&W Committee meeting, the EC&C recommended the resolution be introduced as New Business at next week’s full Senate meeting.

**PENDING:**

**1. Sorority Rush during the week before class in the H&K building. 10/2017**

This issue was brought up at EC&A on Wed Sept 20. BJ Reed says that this issue has been assigned to Dan Shipp. John Noble is following up with Dan Shipp.

**2. HPER Fees. 10/2017:** On Mon Sept 18, there was an initial faculty/staff wellness-based incentive program meeting in EAB 202 organized by Dan Shipp. Attending: Dan Shipp, Cathy Pettid, Joe Kaminski, Jeanne Surface, Griff Elder, Cecil Hicks, Carol Kirchner, and Esther Scarpello.

The group met to discuss how UNO could develop and pilot a wellness-based incentive program for faculty/staff. The wellness program needs still to be worked out—both programmatically and financially. But roughly, the idea is that, UNO would offer a pilot program that would partially reimburse the cost of a HPER membership based upon member usage and participation in specific wellness program elements. Tentatively, the financial incentive might be as much as a \$100 reimbursement of the \$150 per semester HPER membership fee. Details have to still be worked out. The working goal is to offer this pilot program starting in January (but if not January, then the following August-2018).

The working group plans to meet every two weeks. The first meeting will discuss the requirements for reimbursement.

I have been asked to put together a Faculty Senate Focus Group that this working group can consult.

**3. RESOLUTION 4279, 12/14/16: Grievance Committees Summer**

**Compensation** (*reintroduced 10/2017 and continued. Leave in EC&A agenda*)

While most of us are on 9 month contracts, many uncompensated service obligations require summer participation. Members on the committee have their own anecdotal accounts of what we perceive to be a trend. We are hoping to discuss this topic with the AAUP, so that we can begin to connect some of the dots. We have contacted AAUP. The topic is on their agenda for Friday October 6, 2017.

**4. Faculty/Staff Safety Processes. 10/2017 cont.:** Dr. Gina Toman has been named Faculty Human Resources Officer and Assistant to the Senior Vice Chancellor. She begins her new role on October 11.

We are interested in the administration developing a website similar to the Student Safety Website.

Note: We felt that the following site makes a good model:

<http://academicpersonnel.unc.edu/faculty-policies-procedures-guidelines/>

We expect Gina Toman will be help us address the request that there be a flow-chart that will help faculty understand and negotiate the many resources that are available: Ombudsperson, EAP person, counseling, BRT, etc. What information is confidential, etc. This “flowchart” may manifest itself in the form of the website mentioned above.

**D. Committee on Goals and Directions:** Senator Arbelaez reported that there was no meeting. She did ask if anyone remembered the revised wording that was suggested by the EC&C in relation to her committee’s work on the True MavValues Initiative. The revision was as follows:

*Truth*

*We ~~uphold~~ share the responsibility and freedom to search for truth in our academic pursuits.*

## Pending:

1. **Facilities Planning and Faculty Representation** (*Sent to G&D 2/10/16*)
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 11/1/17, the following was sent back to Committee by the EC&C 11/1/17 to revise wording):*

*Truth*

*We uphold the responsibility and freedom to search for truth in our academic pursuits.*

*On Mar 31, 2017, at 8:32 AM, Philip Covington  
<[pcovington@unomaha.edu](mailto: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.

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**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.  
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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:**

Link for reference: <https://www.unomaha.edu/news/2017/04/parking-changes-coming-to-campus.php>

### **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**

### **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?
- f. What language does the AAUP contract have regarding leave/sabbatical?

**F. Committee on Rules:** Senator Nash reported the Rules Committee met at the Criss Library on November 29, 2017.

*Present:* Samantha Clinkinbeard, Bob Nash, Kathy Peterson.

*Absent:* Jeremy Johnson, Paul Landow (excused), Wei Rowe (excused).

Samantha Clinkinbeard is resigning from the Senate as of the 2018 spring semester. The remainder of her term (2015-2018) will be filled by Troy Romero (Goodrich Program, CPACS).

A new Rules Committee Vice-Chair will need to be named to replace Samantha Clinkinbeard for the 2018 spring semester.

Scott Glasser (Theatre, CFAM) has resigned from the Professional Conduct

Committee. His term as an “Active” member of the committee expires on September 15, 2018. In accordance with the Senate bylaws he will not be replaced until a new election in September 2018. Two candidates will be nominated to run for election to replace him as an “Active” member. Should any case(s) be brought to the Professional Conduct Committee before that time, Professor Glasser’s spot on the committee will be filled for the duration of any given case by one of the five “Alternate” members of the committee. In addition, two candidates will also be nominated to run for election in September 2018 to fill Professor Glasser three-year term (2018-2021) as an “Alternate” member of the committee.

University committees which currently have formal representation by Faculty Senators were reviewed and discussed. Going forward, the only committee which will continue to *require* representation by a Faculty Senator is the Faculty Grievance Committee.

**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.  
(Dismissed by Committee 12/17)~~

**V. Unfinished Business**

**PENDING**

**A. 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.)*

**B. Classroom Space Availability**

VC Shipp sent an update on 11/28/17, from Registrar Mark Goldsberry, reporting that the implementation of course scheduling guidelines have worked as intended within CLSS, and with some minor adjustments have significantly reduced the number of homeless courses each semester. These are now more easily managed by Allison Junker, who does not see the need for additional changes at this time. Sen. Grams will continue to follow up on the issue of space optimization, identifying any areas where classroom resources can be better matched to growing enrollment demands.

**VI. New Business**

- A. Resolution:** Senator Nash moved and Senator Elder seconded the following, which passed and will be on next week’s full Senate agenda:

**Permanent Replacement of CPACS Senator Samantha Clinkinbeard**

**BE IT RESOLVED** that, as of January 1, 2018, the runner up in the most recent College of Public Affairs & Community Service election to the UNO Faculty Senate, will permanently replace Senator Samantha Clinkinbeard, who will resign on December 31, 2017. This term ends May 5, 2018:

Troy Romero.

**B. President-Elect**

Parliamentarian Jim Carroll explained the process of electing a President-Elect at next week’s full Senate meeting.

- C. Faculty Senate/College Election Statistics Memo** was discussed by the EC&C and has been sent to all involved. Senator Miller moved and Senator Adams seconded a motion to continue with 36 UNO senators, with A&S rounding up to 13 members, thus freeing up the Faculty Senate Vice President from serving on a standing committee. All members of the EC&C agreed.

- D. Draft Freedom of Expression Policy:** Senator Grams reported that not much was discussed on this policy when meeting with President Bounds and other NU system Faculty Senate presidents after the Board of Regents meeting.

**XI. The meeting adjourned** at 4:02 p.m. with announcements.

**XII. Announcements**

- A. Chancellor’s Holiday Open House:** Wednesday, December 6, 2017, 3-5 p.m., MBSC Ballroom
- B. Faculty Senate Mtg.:** Wednesday, December 13, 2017, 2 p.m., CEC 230/231
- C. EC&A Mtg:** Wednesday, December 20, 2017, 2 p.m., EAB 200
- D. EC&C Mtg:** Wednesday, **January 10, 2018**, 2 p.m., ASH 196

| <b>Schedule for Remainder of 2017-2018</b>                                         |                                                                                                        |
|------------------------------------------------------------------------------------|--------------------------------------------------------------------------------------------------------|
| <b>EC&amp;C Meetings</b><br>(Usually 1 <sup>st</sup> Wednesday of month) (ASH 196) | <b>Faculty Senate Meetings</b><br>(Usually 2 <sup>nd</sup> Wednesday of month)(Usually in CEC 230/231) |
| December 6 ( <i>Prep Week</i> )                                                    | December 13 ( <i>Finals Week</i> ) ( <i>Commencement 12/15</i> )                                       |
| *January 10 ( <i>Semester Begins 1/8/18</i> )                                      | *January 17                                                                                            |
| February 7                                                                         | February 14                                                                                            |
| March 7                                                                            | March 14 ( <i>Spring Break 3/18-25</i> )                                                               |
| April 4                                                                            | April 11                                                                                               |
| May 2 ( <i>4/30 – 5/3 Finals</i> ) ( <i>Commencement 5/</i>                        | May 9                                                                                                  |