

1-9-2019

## Executive Committee & Cabinet Minutes January 2019

UNO Faculty Senate

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*Wednesday, January 9, 2019, 2 p.m., ASH 196*

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**Members:** Barone, Boron, Bereitschaft, Boron, Huq, Kealey, Kelly, Peterson, Schoenbeck, Stacy

**Excused:** Hale

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- I. The meeting was called to order** at 2:01 p.m. by Vice President Barone.
- II. The Minutes** of November 7, 2018 (no meeting 12/5/18), were approved as submitted.
- III. Officers' Reports**

**A. President's Report:** Senator Kelly wrote  
Faculty colleagues,

Hello again! I hope all of you enjoyed a happy and restful holiday break and I wish all of you a successful start to 2019. This is an important time at UNO as our university is amidst major decisions concerning our leadership and future direction. I would like to provide you a brief update on what has been an eventful month; once again, I encourage you to reach out to me if you have any questions or concerns.

On December 20<sup>th</sup>, the University of Nebraska Board of Regents named Dr. Jeffrey P. Gold as UNO Chancellor effective December 21<sup>st</sup> with an anticipated end date of June 30<sup>th</sup> 2022, and removing the title of Interim Chancellor. Dr. Gold will continue to serve as Chancellor of UNMC. President Hank Bounds stated that this joint chancellorship does not mean that a merger between UNO and UNMC is in the works (and any such change would be a decision that rests not with President Bounds, but with the Board of Regents). President Bounds also stated that UNO and UNMC will each have its own chancellor after the conclusion of Chancellor Gold's current term at UNO in 2022.

The search process is underway for UNO's next Senior Vice Chancellor for Academic Affairs to replace B.J. Reed, who retires in May. The announcement for the position has been posted in the Chronicle of Higher Education; UNO is working with the firm Witt-Kiefer to evaluate candidates for the position. The goal is to identify four finalists and to begin on-campus interviews by mid-March.

UNO will be partnering with Gallup in conducting focus groups with students, staff, and faculty to discuss ways to improve the climate on campus. Unlike previous surveys of the NU system, these focus groups are specific to UNO. The faculty focus group is scheduled for Thursday January 24<sup>th</sup>, 1-2:30PM in CEC 209. If you are interested in participating, please email me at [cmkelly@unomaha.edu](mailto:cmkelly@unomaha.edu).

I am pleased to report that the Faculty Senate approved the creation of the BA/BS Degree in Medical Humanities. From here, the degree proposal goes to the Chancellor's Cabinet, and ultimately to the Board of Regents. I am excited about the potential of this program, which will expand opportunities for our undergraduate students, particularly those who are pursuing graduate or professional studies.

The Faculty Senate also approved a proposal from faculty in the College of Business Administration to create a Center for Professional Sales at UNO. This Center will enable UNO to become an accredited member of the University Sales Center Alliance, which will help expose our students to the most current research, broad resources, and unique learning opportunities.

In addition, the Faculty Senate requested Central Administration to increase the number of providers of retirement account service that are more cost effective in their stock mutual fund fee structure. I spoke with Doug Ewald, Vice Chancellor for Business, Finance, and Business Development. He told me that he would take up this issue with the other CBOs in the NU system at their meeting next week.

Finally, the Faculty Senate received several complaints and a signed petition to protest the cancelation of classes by President Bounds on December 5<sup>th</sup> for the National Day of Mourning in Honor of former President George H.W. Bush. I requested further information from the President to clarify whether a precedent had been set. Since 2000, the University has closed to honor each former President who has died. University of Nebraska Board of Regents Bylaw 3.4.2 states "...all members of the professional staff are entitled to all legal and University holidays". To determine legal holidays, the University mirrors Neb. Rev. Stat. [§ 84-1001\(3\)](#), which defines "paid holiday" as all enumerated days (see table below) and all days declared by law or proclamation by the U.S. President or Governor to be holidays.

	<b>Federal</b>	<b>State</b>	<b>University</b>
New Year's Day	January 1	January 1	January 1
MLK Day	3 <sup>rd</sup> Monday in Jan.	3 <sup>rd</sup> Monday in Jan.	3 <sup>rd</sup> Monday in Jan.
President's Day	3 <sup>rd</sup> Monday in Feb.	3 <sup>rd</sup> Monday in Feb.	<b>FLOATING</b>
Arbor Day		Last Friday in April	<b>FLOATING</b>
Memorial Day	Last Monday in May	Last Monday in May	Last Monday in May
Independence Day	July 4	July 4	July 4
Labor Day	1 <sup>st</sup> Monday in Sept.	1 <sup>st</sup> Monday in Sept.	1 <sup>st</sup> Monday in Sept.
Columbus Day	2 <sup>nd</sup> Monday in Oct.	2 <sup>nd</sup> Monday in Oct.	<b>FLOATING</b>
Veterans Day	November 11	November 11	<b>FLOATING</b>
Thanksgiving Day	4 <sup>th</sup> Thursday in Nov.	4 <sup>th</sup> Thursday in Nov.	4 <sup>th</sup> Thursday in Nov.

Day after Thanksgiving		4 <sup>th</sup> Friday in Nov.	4 <sup>th</sup> Friday in Nov.
Christmas Day	December 25	December 25	December 25

The National Day of Mourning meets these guidelines as a legal holiday, on which all members of the professional staff are granted administrative leave. Given that the heading for Section 3.4 of the Bylaws reads “Conditions of Employment of the Professional Staff”, the term “professional staff” is clearly meant to include the academic-year staff discussed in Section 3.4.3 (i.e., full-time faculty). The University of Nebraska Human Resources Handbook for Policies states that administrative leave with pay may be granted “in the event of . . . non-scheduled ‘declared’ holidays authorized by the U.S. President, Governor, or President of the University.” Based on this, I believe that President Bounds acted within his authority in declaring December 5th a legal holiday and in canceling classes.

I understand that many faculty and students were negatively impacted by this decision, particularly those who had lectures and exams cancelled that day during a critical time in the semester. I will continue my efforts to facilitate communication between faculty and administration to address these concerns. Please feel free to contact me if you have additional questions about this or any other matter.

My best wishes to all of you for a successful Spring 2019 semester.

**B. Secretary/Treasurer Report:** Senator Stacy reported

1. **EC&A:** No Meeting in December.

**2018-2019 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
4362	12/12/18	Faculty Senate President-Elect Matt Hale				
4361	12/12/18	Request Central Administration to Increase the Number of Providers of Retirement Account Service that are More Cost Effective in Their Stock Mutual Fund Fee Structure.				
4360	12/12/18	Approval of the Center for Professional Sales				
4359	12/12/18	Approval of the BA/BS degree in Medical Humanities				
4358	11/14/18	Parking Appeals Committee Membership				
4357	11/14/18	Faculty Rep for an				

		RFP for the Student Center Business Office				
4356	11/14/18	Replacement on University Committee on Technology Resources & Services				
4355	11/14/18	Replacement on University Committee for the Advancement of Teaching (UCAT)				
4354	11/14/18	Support of the University of Nebraska FY19-21 Appropriations Request				
4353	11/14/18	Resignation and Replacement of Tammie Kennedy, A&S Senator				
4352	11/14/18	Resignation and Replacement of Tomm Roland, CFAM Senator				
4351	11/14/18	Approval of the STEM Teaching, Research, and Inquiry Based Learning Center (STEM TRAIL Center)				
<b>TO BE FOLLOWED UP</b>						
<b>CARRIED FORWARD</b>						

2. **Treasurer’s Report:** Senator Stacy gave the December 2018 Budget Report.

**IV. Standing Committee Reports**

**A. Committee on Academic and Curricular Affairs:** Senator Kealey

**PENDING:**

**1. Early College High School:** (EC&C sent to A&CA 2/7/18)

FYI: E-mail received 2/5/18 from Senator Adams:

*At Friday’s English Department meeting, as we discussed Dual Enrollment and other issues, a new program in the Millard School District dominated much of our discussion and members of the department asked me to take this issue to Faculty Senate. In short, our department has concerns about the various impacts of a program called Early College High School*

*<http://mshs.mpsomaha.org/academics/early-college-high-school> The program says high school students can earn an Associate degree from Metro and that those credits will fulfill the general education requirements at UNO. Members of my*

*department are concerned about how this might threaten enrollments at UNO and about the quality of such a program (it seems, for example, that a 10<sup>th</sup> grade English course could satisfy the English 1150 writing requirement at UNO). I would like to put this on the EC&C agenda as a point of discussion to determine if faculty in colleges beyond Arts and Sciences are also concerned about such a program.*

*(12/12/18: at the full Senate meeting Past-President Laura Grams will research to see the status of this item.)*

## **2. Plagiarism**

Senator Qureshi asked if anyone knew of any institutional support in keeping track of student plagiarism cases. Phil Covington, AVC for Student Success, was mentioned. Plagiarism was also noted in the recent Academic Integrity Policy.

*(9/12/18: This was assigned to the Academic & Curricular Affairs Committee.)*

## **3. Student Evaluation Responses**

Since student evaluation of instruction moved from paper forms done in class to on-line, the response rate has been so low the data may not be a valid indication of what the form purports to determine. In some cases the response rate itself has been improperly used in faculty evaluation; especially small sections may use no evaluation. The form itself may be part of the problem, relating to those who submit it as customers rather than learners.

Senator Huq would like to see Evaluation response increased. Hank Robinson will speak to the Professional Development Committee and there will be more to report then. Some questions are: What are the evaluations being used for? Is it cost effective? What information do students have about the evaluations?

*(On 10/10/18: The task of consideration of the current student evaluation was accepted by the A&CA Committee.)*

## **4. Proposals that come before us seeking an endorsement:**

12/12/18: The committee had some discussion about our specific role with respect to the proposals that come before us seeking an endorsement from our committee and the Faculty Senate. Clearly these proposals already have the support of the faculty behind the proposals and the campus leaders in their chain-of-command. By the time they have reached the committee they have been scrutinized by multiple levels of approval. Some wondered the consequence of voting against or delaying the approval until issues raised by the committee have been addressed. Some members of the committee observed that we need to presume that our colleagues and their leadership have made the best set of choices with respect to the proposals and thus our advisory role is to provide constructive feedback and/or highlight issues we believe may be raised by other stakeholders and suggest these be considered before the proposal moves through the approval process.. At least one member of the committee wondered if that were the case is there any substantive value to this process. This is important because our purpose determines our effort. If we are to scrutinize these with a neutral position and make an independent/ separate determination of their worth we would invest significantly more time than if our role is advisory only.

## **5. A policy to clearly establish the rights of students to seek accommodation around class activities (assignments, attendance and examinations) that are scheduled and conflict with important religious observations:**

We had some discussion of the need for a policy to clearly establish the rights of students to seek accommodation around class activities (assignments, attendance and examinations) that are scheduled and conflict with important religious

observations. There is still some uncertainty with regards to the need for this but the committee agreed that Burch Kealey will continue to review policies used by other universities and take up the discussion again at our January meeting.

**B. Committee on Educational Resources & Services: Senator Schoenbeck**

**PENDING:**

- 1. Payroll Deduction for Paul Beck Scholarship (2/7/18) (3/7/18):** a response from Debra Wilcox (UNO Controllers Office) regarding the possibility that faculty could submit a payroll deduction that would serve as a monthly gift to the Beck scholarship fund. Senator Marlina Davidson has agreed to follow-up.
- 2. Mail Services Now Under UNMC:**  
Senator Kelly reported that the UNO and UNMC mailrooms have been combined at the UNMC mailroom. Mail delivery is now only once a day. The UNO mailroom window is only open from 11 a.m. to 3 p.m.  
*(12/12/18: This item was sent to the ER&S Committee.)*

**C. Committee on Faculty Personnel & Welfare: Senator Huq**

**PENDING:**

- 1. Wellness 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 Wellness/H&K 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 Wellness/H&K 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.

*(On 9/5/18 the EC&C noted that the AAUP has to head this possible program/benefit.)*

- 2. 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.

*(3/4/18 Info: Academic Affairs is doing a big website development.)*

**3. Server for Personal Web Pages**

Senator Elder reported that last year all faculty across campus lost the server, along with the opportunity to have their own personal web sites, like Math. The Web site may have not been pretty, but it was spot on for other mathematicians to check. Senator Zhong said it now looks odd. Senator Kennedy said we all need support to get the server back for supporting personal web sites. Anything without branding is gone.

*(On 12/13/17 this issue was given to the FP&W Committee.)*

*(3/4/18: EC&C suggested putting this item on the EC&A agenda. UNL has cloud hosting services.)*

*(8/18 Past-President Grams will e-mail about this.)*

*(At the 9/5/18 EC&C meeting it was decided to put this on the 9/19/18 EC&A agenda, as UNL already has this capability, and there were questions as to why UNO can't do the same for its faculty.)*

**4. Accessibility to Classroom IT Equipment**

*(3/7/18): EC&C sent this item was to the ER&S Committee.*

*(8/15/18: ER&S moved to have this item sent to FP&W as this seems to be ergonomics.)*

*(11/7/18: EC&C more fully defined this item to how to direct our future efforts in trying to understand the design process for all Colleges and how faculty can be involved in this process. Are ADA directives followed, etc.?)*

**5. The fee structure of TIIA-CREF and Fidelity Investment, the vendors that manage our retirement funds.**

Senator Huq had a discussion with Brian Schlichting, Assistant Director NU Benefits and expressed his concern about the high service fees charged by these vendors. To give you an example, if you have invested a million Dollar in either TIAA/CREF or Fidelity you may be paying them between \$ 7500 to \$ 10,000 per year as service fees for parking your 401K money in their managed stock mutual funds, money market and bond accounts have lower fees. We would like to pursue this as a new business for the committee, and eventually bring a resolution to the senate floor. The committee feels that as part of shared governance, faculty should have some say in this matter. Our focus would be to convince central administration that the list of vendors should be expanded to include purveyors of this service that are more cost effective. Mr. Schlichting mentioned that after the administration is done with our health insurance project, administration intends to look into this matter. However, according to Brian Schlichting there is no guarantee that there will be any substantial change. It is very important that we take this seriously for faculty welfare, over the years many faculty members in the CBA finance department have expressed concern about this.

*(On 11/7/18 the EC&C agreed that the importance of looking into the fee structure of TIIA-CREF and Fidelity Investment, the vendors that manage our retirement funds should be put on the FP&W Pending list.)*

**D. Committee on Goals and Directions: Senator Bereitschaft**

**PENDING:**

**1. Facilities Planning and Faculty Representation (Specifically, which Facilities**



Planning Committee would be the best on which to have faculty representation before plans are made, not just reported?) (*Sent to G&D 2/10/16*)  
(3/4/18 Info: Senator Bereitschaft is checking on this.) (There was a Facilities Planning meeting at 7 a.m. November 18, 2018. All senators were invited.)

**2. Solar Panels at UNO**

Bringing solar energy infrastructure (particularly solar panels and EV charging stations) to the UNO campus and potential funding sources and partnerships.  
(10/3/18: EC&C was told Senator Richard Stacy would take the point on this.)

**E. Professional Development: Senator Boron**

**PENDING:**

**1. Faculty Professional Development Leave policies/procedures:**

(1/10/18: The PD committee is waiting for deans to complete a survey to actually gauge faculty's understanding of FPD leave policies and procedures.)  
(At the 4/18/18 EC&A meeting this was discussed with Chancellor Gold and SVC B.J.Reed.)

**2. Creation of an Easily Found List of What Retiring Faculty Need to Know**

(4/11/18: Sent to PD Committee.)  
(11/14/18: Planned action steps: HR will look at the creation of a list for those planning retirement.)

**3. Distribution of Student Evaluations**

Senator Adidam noted that student evaluations and grades are now available to all chairs. Availability of student evaluations to only that faculty member's department chair, "Least Privilege," would be a better policy.  
(9/12/18: This was assigned to the Professional Development Committee to see a change made.)  
(10/3/18: Is there a mechanism to see the numbers when a student made comments on his/her evaluation?)

**4. Student Evaluations Response Rate**

The response rate of Student Evaluations has dropped dramatically since hard copy evaluations were done away with. Hard copy response rates were 80-90%, now the response is down to 10-15%. Is there a solution to this? Are there ways to increase the response?  
(10/3/18: The EC&C sent this item to the Professional Development Committee.)  
(11/7/18: The EC&C sent this to Senator Kealey and the Academic & Curricular Affairs Committee.)

**5. Faculty Personal Web Pages on the UNO Website**

It was suggested that this should be mentioned at the 10/17/18 EC&A meeting.  
The current status quo, of providing links on a digital measures generated page, does not meet the needs of faculty research, teaching, and outreach efforts. Faculty, labs, and departments often need the ability to host information regarding their current research projects and papers, resources for classes, event calendars, and open student worker positions. Faculty websites are also often used as a point of sharing with external colleagues and for promoting and distributing research project outcomes (especially those tied to grants or papers). Often, faculty also host curricular resources related to their classes on sites of this kind as well. Having UNO domains (e.g. faculty.unomaha.edu) and custom faculty-created web pages is also pivotal for faculty to brand themselves on a national stage in their respective fields.

The one-size-fits all digital measures page does not meet these needs and forces faculty to move their resources off-site and off-brand. For these reasons, Senator Hale will move that the faculty senate investigates and pushes for the issue of university-provided on-domain website addresses and web service hosting resources to be provided for interested faculty, labs, and departments.

*(On 10/10/18 the Faculty Senate decided that this item should be looked at by the Committee on Professional Development.)*

*(On 11/14/18 Senator Hale further explained that faculty need space to host individualized resources, with the ability to manage space ourselves, and with an UNO address. Senator Kealey noted that there was also a need for disc storage behind it.*

*Also, it was learned that faculty webpages with UNO branding are supposed to be possible; however, each college is supposed to have policies/procedures for these requests, including approval. Once approved the college communicator will work with ITS and UComm to create the page/URL. From there, the faculty member would be responsible for adding content to and organizing the page. Each senator from our committee has been asked to contact their college tech team to learn about policies/procedures that may be in place. To date, from three colleges, no policies or procedures have been uncovered.*

*Planned action steps: Continued communication with administration.)*

*(12/12/18: Should this be also be sent to the Technology Resources, Services & Planning Committee? Also needed is how to link outside the page and who does server support.)*

**F. Committee on Rules: Senator ~~Johnson~~ Peterson**

Senator Peterson moved the following resolution for the Committee. It passed and will be put on the agenda for next week’s full Senate meeting.

**1. RESOLUTION: UCRCA (University Committee on Research & Creative Activity)**

**BE IT RESOLVED** as Chin-Chung (Joy) Chao has also had to resign from the UCRCA, the following name go forward to complete the term, from 08/1/16 through 07/31/19:

Kristin Taylor, CFAM (to replace Chin-Chung [Joy] Chao.

**BE IT ALSO RESOLVED** as Benjamin Steiner has had to resign from the UCRCA, the following name go forward to complete the term, from 08/1/18 through 07/31/21:

Nancy Kelley, CPACS (to replace Benjamin Steiner).

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**PENDING:** None

**V. New Business**

**A. College Consortium:** Senator Kelly  
From: Jaci Lindburg <[JLindburg@nebraska.edu](mailto:JLindburg@nebraska.edu)>  
Sent: Tuesday, December 18, 2018 2:09 PM  
To: Christopher Kelly <[cmkelly@unomaha.edu](mailto:cmkelly@unomaha.edu)>  
Subject: College Consortium  
Hi Chris,

Hope you're doing great. I chatted with BJ this afternoon and he mentioned that Faculty Senate would like to hear more about the online course seat possibilities we are exploring in CFAM with an organization called College Consortium. Please know I am available to come to Senate – with some of the CFAM faculty leadership team who are invested in the project – at a time and in a way that makes sense to you and the group.

Jaci

*Jaci Lindburg, PhD*  
*Director of Digital Learning*  
*University of Nebraska at Omaha*  
*6001 Dodge, Eppley 110P*  
[jlindburg@nebraska.edu](mailto:jlindburg@nebraska.edu)  
402.554.2020

At 2:45 p.m. the meeting Senator Kealey moved and Senator Boron seconded the motion to move the meeting to Executive Session.

When the meeting moved out of Executive Session, at 3 p.m., this item was sent to the Educational Resources & Services Committee.

**B. Link for Academic Integrity Policy:** Senator Kealey

1/5/19: I was working on my syllabus and verified the link for the academic integrity policy. I had a couple of thoughts.

1. The old link was broken (<https://catalog.unomaha.edu/undergraduate/general-information/academic-integrity/>) I think the policy needs to be anchored to a specific url than can only be changed with lots of discussion and communication.
2. Here is the new link: <https://www.unomaha.edu/student-life/student-conduct-and-community-standards/policies/academic-integrity.php> should we ask the administration to reorganize the page so the actual academic integrity policy is the first thing on the page and then the discipline processes follow. Right now the page starts with the details of the discipline processes/consequences.

[Academic Integrity | Student Life | University of Nebraska Omaha  
www.unomaha.edu](https://www.unomaha.edu)

UNO takes every possible measure to make sure you have the tools and resources you need to achieve academically. Make sure you do not jeopardize your future by making bad decisions. All questions and concerns about academic integrity should be directed to the Office of Academic & Student Affairs ...

After discussion the EC&C agreed this item should go on the next EC&A agenda.

**VI. The meeting Adjourned** at 3:13 p.m. with announcements.

**VII. Announcements**

**A. UNO Winter Holiday Open House:** Wednesday, January 9, 2019, 3-5 p.m., MBSC

Ballroom

- B. Faculty Senate Mtg:** Wednesday, January 16, 2019, CEC 230/231  
(Presentation: Barb Pickering, “Engaged Scholars Transcript designation”)
- C. EC&A Mtg:** Wednesday, January 23, 2019, 2 p.m., EAB 200
- D. EC&C Mtg:** Wednesday, February 6, 2019, 2 p.m., EAB 200
  
- E. Faculty Senate/SAC Awards Dinner:** Thursday, April 4, 2019, evening

| <b>Schedule for 2018-2019</b>                                            |                                                                                  |
|--------------------------------------------------------------------------|----------------------------------------------------------------------------------|
| <b>EC&amp;C Meetings</b><br>(Usually 1 <sup>st</sup> Wednesday of month) | <b>Faculty Senate Meetings</b><br>(Usually 2 <sup>nd</sup> Wednesday of month)   |
| June 6                                                                   | <del>June</del>                                                                  |
| *July 11                                                                 | <del>July</del>                                                                  |
| *August 1 or 8                                                           | August 15, 2018 (Retreat) (3 <sup>rd</sup> Wednesday)<br>(Classes begin 8/20/18) |
| September 5                                                              | September 12                                                                     |
| October 3                                                                | October 10                                                                       |
| November 7                                                               | November 14                                                                      |
| December 5 (Prep Week)                                                   | December 12 (Finals Week)<br>( Commencement 12/14)                               |
| January 9, 2019 (Semester Begins 1/7/18)                                 | January 16                                                                       |
| February 6                                                               | February 13                                                                      |
| March 6                                                                  | March 13 (Spring Break 3/17-24)                                                  |
| April 3                                                                  | April 10                                                                         |
| May 1 (4/29 – 5/2 Finals)<br>(Commencement 5/3)                          | May 8                                                                            |