

2-6-2019

## Executive Committee & Cabinet Minutes February 2019

UNO Faculty Senate

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*Wednesday, February 6, 2019, 2 p.m., ASH 196*

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

**Excused:** Hale, Johnson

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**I. The meeting was called to order at 2:01 p.m. by Vice President Barone**

**II. Minutes** of the January 9, 2019, meeting were approved as submitted.

**III. Officers' Reports**

**A. President's Report:** Senator Kelly sent the following to all faculty on February 4.  
Faculty colleagues,

Hello again! It has been a busy start of the year and I hope it has been a good one for you.

One of my priorities is addressing questions and concerns with the University's new health insurance policy. One pattern I have seen is patients having to change providers, or pay high out-of-pocket costs, because their providers are out-of-network. If you are affected by these or other changes, please let me know so that we can work with the University's Human Resources officials to address them.

Thank you to everyone who participated in the UNO/Gallup focus groups on campus climate on January 24<sup>th</sup>. Participants in all three groups (students, staff, and faculty) were very open to share ideas and offer input. Those of us who led the focus groups will now review the transcriptions, identify key themes, and develop a report that summarizes these themes and offers next steps based on our findings.

The Faculty Senate has 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. Doug Ewald, Vice Chancellor for Business, Finance, and Business Development, will take up this issue when he and the other CBOs in the NU system meet on February 14th.

I attended the Board of Regents meeting on January 25<sup>th</sup>, along with the Faculty Senate presidents of UNK, UNL, and UNMC. In his meeting with the four of us, President Bounds updated us on the University's financial outlook. NU has a \$2.6 billion budget, but much of that money is restricted. Over 80% of the state-aided budget is spent on people and there has been minimal growth in employees. Nebraska provides less funding for facilities and less for financial aid than neighboring states. Further, NU is becoming a smaller share of state spending, with a \$1,000 decline in state funding per student FTE. Under LB944, each NU campus took a proportional share of budget cuts, with UNO's programmatic cuts totaling \$750,000. According to President Bounds, we have very limited options going forward.

We also met with Heath Mello, the Director of State Relations for the University. Heath anticipates a positive legislative session for the University, based on some of

the new legislators and committee chairs, as well as the new legislation that has been introduced. Priority bills for the University concern: 1) the budget; 2) capital construction; 3) independence of the NU police department from the state police; 4) workforce development, specifically scholarship monies; and 5) development of the UNMC Pancreatic Cancer Center. Heath encourages our faculty to give testimony on these and other bills. He asks that when doing so to make a statement that we are not testifying on behalf of the University and to let him know before we testify. Please contact him at [hmello@nebraska.edu](mailto:hmello@nebraska.edu) .

The Board of Regents meeting was also an historic occasion, as for the first time, the Board included two women, Elizabeth O’Connor (District 4) and Barbara Weitz (District 8). Both Regent O’Connor and Regent Weitz are UNO graduates; Regent Weitz is a longtime UNO faculty member in the Grace Abbott School of Social Work and the catalyst behind the Barbara Weitz Community Engagement Center.

The Search Committee for UNO’s new Senior Vice Chancellor of Academic Affairs also met on January 25<sup>th</sup>. Over 50 “persons of interest” have been identified by the firm Witt/Kieffer, which indicates a healthy interest in both the position and in UNO. The Committee’s goal is to narrow this list to eight candidates by mid-February, with four finalists identified for on-campus interviews in early March.

Finally, I know that many faculty have been negatively impacted by the University’s recent weather-related closures, particularly the half-day on Wednesday January 30<sup>th</sup>, which caused many faculty to change their plans, including those with afternoon courses. For those of you with questions about the weather policy, or any other concerns, please email me at [cmkelly@unomaha.edu](mailto:cmkelly@unomaha.edu).

My continued best wishes to you all. It is an honor to represent you.

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

1. **EC&A met January 23, 2019 and discussed:**
  - a. **Academic Integrity Policy** – The University Catalog has a link for the Academic Integrity Policy.
  - b. **Health Insurance Change and Issues** –Chancellor Gold is committed to eliminating disruption of care. It is illegal to employ outside of network medical providers at in-network clinics. Employees should report the use of any out of network providers at in-network clinics to Human Resources.
  - c. **Enrollment** – Chancellor Gold provided good news about enrollment figures. Spring enrollment is down 1.9% compared to the decrease in the fall of 2.1. % compared to Fall of 2017. This reduction in the enrollment from 2.1% to 1.9% resulted in a saving of \$600,000.
  - d. **Faculty who Publish their Own Textbooks.** It was reported that some students in the system, in some classes are required to purchase textbooks authored by the professor of the class. There is a Board of Regents policy that outlines the regulation. It is not known how closely we follow the policy. It was suggested that the policy be promulgated by the UNO colleges.
  - e. **Medical Humanities Major** – The new major has been approved by the Chief Academic Officer, Academic Affairs, and the full Faculty Senate Board. It should fly next fall.

**2018-2019 Resolution Action Table  
(Action Pending and Current Resolutions)**

Res.	Date	Title	Admin	Sent for	Denied/	Final Action/Resolved
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#	Senate Passed		Accept	Senate Action	Deferred/ In Progress	
4363	1/16/19	<b>UCRCA (University Committee on Research &amp; Creative Activity)</b>				
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 (January 2019) (agenda attachment – pg. 12)

**IV. Standing Committee Reports**

**A. Committee on Academic and Curricular Affairs:** Senator Kealey reported the Committee met January 30, 2019.

Present: MacArthur, Kelly; Woody, Robert; Randall, Amanda; Schaffer, Connie; Kealey, Burch

Excused: Hale, Matt

Item 1: We had a brief discussion of the role of the committee with respect to the review of programs and other proposals. The committee has roughly determined that it is probably in the best interest of the committee to focus on how these proposals might affect faculty who are not part of the proposal. A key presumption is that these proposals have been scrutinized by many other constituents before they arrive at the committee and thus it is probably not necessary to delve deeply into the proposals.

Item 2: We have had a charge to review/consider the impact or consequences of a program Millard Public Schools has developed with Metro Community College (MCC). Students who successfully complete the program earn an Associate’s Degree from MCC. According to the program website – Students may transfer this degree to the University of Nebraska-Omaha to fulfill many of the general education requirements for a Bachelor of Arts Degree. We discussed the importance of trying to develop a plan to identify and track outcomes related to these students. Since the first cohort will not graduate until May 2019 there is little that can be done yet. However the committee will continue to explore and focus on the development of some process by which the success of these students can be measured. We have identified contact persons in MPS and have found one articulation schedule between MPS courses and the degree at Metro. We have sent an email out seeking some clarification. For example the articulation schedule available on the web suggests that 11<sup>th</sup> grade English maps to 2 courses at Metro. We have sought clarification as to whether or not this is the same 11<sup>th</sup> grade English completed by all juniors in MPS or if it has been somehow enhanced for the purposes of this articulation agreement.

Item 3: We continue to discuss a plan to gain access to SET data regarding timely feedback. Dr. Robinson of the Office of Institutional Effectiveness has indicated that there are still some minor issues with the display and access of this data. He seemed to indicate that once those issues have been resolved we should be able to have some type of access to this data. For background

the NESAs survey indicates that many freshmen feel they do not receive adequate and timely feedback. This has been the subject of past communication from the Student Senate and the Committee. This committee asked for a question to be added to the SET instrument to try to get a better sense of how students perceive the feedback process.

- Item 4: We are still conducting research on whether or not there is some evidence that if a faculty member has assigned a grade to a student that grade is later changed without knowledge of the faculty member. This is evidently the heart of the plagiarism issue that was brought to the Senate and assigned to the committee. That is there have been some assertions that a faculty member might have assigned a grade to penalize a student for some infraction of their Academic Integrity policy and the student made an appeal without initiating the appeal through a faculty member. We have reached out to Senior Vice Chancellor Reed to collect information about University policies regarding grade changes.
- Item 5: We are consolidating two issues regarding SET. The first is the linking of specific comments to the scores on the instrument assigned by the author of the comment. The other is the overall administration and value of the SET. For the time being we are tabling the issue of linking comments to scores as we intend to take a broader view of the administration and value of the SET instrument. We had a wide ranging discussion. Some of the issues we discussed included the response rate problems. It is not clear that there has been a real gain by switching the administration of the SET to the online platform. While there are a number of anecdotes about how to increase the response rates the overall response rates seem to be going down. We have heard that faculty are to blame for the depressed response rates (one story is that lower response rates are associated with lower student satisfaction). These ‘stories’ do not seem well founded and individual faculty member have shared anecdotes describing their efforts to improve response rate with no real success. Another dimension of this problem is that there is a general dissatisfaction that these instruments are even used as a component of annual reviews or the RPT process. The committee has determined to continue investigating the process, the instrument and alternatives that have been implemented at other universities.
- Item 6: This issue is still hanging for the time being. 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.

**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 reported Present: Schoenbeck, Zhong

Excused: Adidam, Davidson, Lee, Surface

No report, as there were only two members present so there was no quorum.

We did briefly discuss concerns associated with the assumption of mail services by UNMC, including concerns about the security of the pickup sites, some of which comprise open baskets in non-secured high-traffic areas. There was some discussion (via e-mail, prior to the meeting) about establishing the scope of what the ER&S committee should and should not be concerned with regarding mail services.

Also proposed via e-mail was that we should invite Jaci Lindburg to an upcoming ER&S meeting to explain the details of the "College Consortium."

I contacted accounting about the amount available in the Paul Beck Scholarship fund. They were not able to tell me before the meeting, and have not yet gotten back to me about it. There are two applications in the Faculty Senate office.

**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.)*

**3. Research College Consortium:**

**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 Lindburg, PhD*

*Director of Digital Learning*

*University of Nebraska at Omaha*



**C. Committee on Faculty Personnel & Welfare:** Senator Huq reported the meeting was very short because we did not make quorum. Members present discussed sending a survey to UNO faculty to determine the important issues facing faculty welfare at UNO. The following simple open-ended questionnaire was composed to solicit ideas from UNO faculty. Committee members voted through e-mail to support this survey. The future course of action of our committee will be based on the outcome of this survey.

### Questionnaire

*Dear UNO Faculty Member:*

*January 30, 2019*

*We, in our Faculty Personnel and Welfare committee (FP & W) of the Faculty Senate, are in the process of identifying issues that pertain to faculty welfare at the UNO campus. In the recent past we have addressed the following issues: Passed a resolution to increase the number of providers of retirement account service that are more cost effective in their stock mutual fund fee structure; Faculty wellness-based incentive program that would partially reimburse the cost of a wellness/H & K membership based on usage and participation in specific wellness program elements; Faculty/staff safety processes; Server for Faculty personal Web pages, and accessibility to classroom IT equipment. If you have an idea on faculty welfare other than the ones mentioned above, we would like to hear from you.*

*Question: What would be a good project that pertains to faculty welfare at UNO?*

*Please give your reasons as to why this must be looked into:*

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There is no change in the pending issues, the committee intends to follow-up soon.

### **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.)~~

~~(2/6/19 EC&C noted this has been resolved.)~~

- 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 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.)~~

~~(2/6/19 EC&C noted this has been resolved.)~~

- 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 TIA-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 TIA-CREF and Fidelity Investment, the vendors that manage our retirement funds should be put on the FP&W Pending list.)~~

~~(2/6/19 EC&C noted this has been resolved.)~~

**D. Committee on Goals and Directions:** Senator Bereitschaft reported the committee met January 30, 2019.

Present: Senators Bereitschaft, Arbelaez, Tisko

Absent/Excused: Senators Logsdon, Stacy, Sharif-Kashani

Dr. Jane Meza, AVC of Global Engagement, met with the committee to discuss new joint UNO-UNMC position. Some noteworthy takeaways from our conversation:

- Dr. Meza's office (Global Engagement) now oversees UNO's International Programs, formerly "International Studies & Programs." International Studies, the academic program, has thus split-off and is currently housed in Arts & Sciences under the direction of Dr. Patrick McNamara (Political Science). International Programs coordinates international students and activities.
- Dr. Meza has been focused on expanding potential synergistic UNO-UNMC relationships in regard to international activities and programs. I.E., there are several countries/regions in which both UNO and UNMC have on-going activities and relationships that might benefit from heightened interaction (ex: China).
- President Bounds has not established specific regions as priorities for outreach, as was done in the past, which Dr. Meza believe provides greater flexibility.
- The number of international students is down slightly at UNO and NU system-wide. Dr. Meza suggested that this might be due to a combination of political climate, concerns over safety, and economic issues in home countries (such as lower gas prices affecting Middle East). UNO currently also has only one intl. recruiter but is in the process of hiring another (UNK has two, UNL several).
- Opportunities for partnerships south of border in Mexico and Latin America (including public health issues) not being fully explored but Dr. Meza will be looking into it.
- Some remote classroom partnerships have been facilitated by Zoom, allowing cross-cultural interactions without frequent travel, however partnerships with other countries often starts with interested faculty member making in-person visits and connections.
- The committee brought up some concerns with international students including

English language deficiencies and academic integrity violations. Dr. Meza will be looking into both issues and how best to address them. She wasn't sure if international students receive academic integrity training, but noted that they often feel overwhelmed after arriving in US and may not be able to absorb everything covered in their initial day-long briefing.

- Faculty are encouraged to apply for "Globalizing the Curriculum" grants (\$5,000) to either revise or create a new course focusing on international issues (e.g., global health). Rolling due date, usually announced in the fall (MavDaily).
- There will be a speaker in April on inter-cultural competency.
- Questions can be sent directly to Dr. Meza (jmeza@unomaha.edu)

**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 reported the Committee met January 30, 2019.

In attendance: Senators Boron, Cast-Brede, Cooper, DeSanti, Podariu, Winter

1. Retirement Preparation – We met with a faculty member currently on phased retirement and got input from a faculty member who has recently completed phased retirement. We are working to draft our lists and hope to have them for review at the next meeting.
2. Faculty Webpages – An email went out to all deans on Friday, February 1, 2019 regarding this issue. Please see attached PDF. (agenda attachment – pgs. 13-14)
3. Student Evaluation Response Rate – We have been referred to another office to get more information on whether response rates are being used as an indicator of student engagement by faculty members.

**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 for Retirement**  
(*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?)*

*(Dismissed 2/6/19 by the EC&C)*

#### **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 investigate and push 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.)*  
*(2/6/19 EC&C noted this has been resolved.)*

**F. Committee on Rules: Senator Johnson (No Report)**

**PENDING:**

**V. Unfinished Business**

**A. Revision of UNO Faculty Senate Constitution & Bylaws Committee: Senator Kelly**

Senator Kelly moved and Senator Boron seconded the following resolution. It passed and will be sent to the full Senate next week.

**RESOLUTION: To Revise UNO Faculty Senate Constitution & Bylaws**

**BE IT RESOLVED** that the UNO Faculty Senate revise its Constitution and Bylaws.

**ALSO, BE IT RESOLVED**, that the following be named members of the Committee:

Robert Nash, Chair  
Chris Kelly  
Laura Grams  
Timi Barone  
Richard Stacy  
Matt Hale  
Sue Bishop  
Jim Carroll, Ex Officio.

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**VI. New Business**

**A. RESOLUTION for Newly Elected Senators (term: 2019-2022)**

Senator Stacy moved and Senator Bereitschaft seconded the following resolution. It passed and will be sent to the full Senate next week.

**BE IT RESOLVED** the following have been elected to the UNO Faculty Senate by their colleges (term: 2019-2022)

College of Arts & Sciences (3)

Janice Rech  
Harmon Maher  
Charles King

|                                                   |                                   |
|---------------------------------------------------|-----------------------------------|
| College of Business Administration (2)            | David Volkman<br>Liz Wessling     |
| College of Communication, Fine Arts & Media (2)   | David Helm<br>Howard Paine        |
| College of Education (2)                          | C. Elliott Ostler<br>Derrick Nero |
| College of Information Science & Technology (1)   | TBD                               |
| Criss Library (1)                                 | James Shaw                        |
| College of Public Affairs & Community Service (0) | xxxxx                             |
| External NU Faculty (1)                           | Chungwook Sim                     |

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**B. Revision of Constitution & Bylaw Committee**

Senator Kealey suggested that the Committee consider revising the requirement to hold Senators to one term, then have them sit out a year before becoming eligible to run for a Senate seat again. Robert Nash, Chair of the Revision Committee duly noted this suggestion.

**VII. The meeting adjourned** at 3:14 p.m. with announcements.

**VIII. Announcements**

- A. EC&C Mtg:** Wednesday, February 6, 2019, 2 p.m., ASH 196
- B. Faculty Senate Mtg:** Wednesday, February 13, 2019, 2 p.m., CEC 230/231
- C. EC&A Mtg:** Wednesday, February 20, 2019, 2 p.m., EAB 200
- D. EC&C Mtg:** Wednesday, March 6, 2019, 2 p.m., ASH 196
- E. Faculty Senate/SAC Awards Dinner:** Thursday, April 4, 2019, evening

<b>Schedule for 2018-2019</b>	
<b>EC&amp;C Meetings</b> (Usually 1 <sup>st</sup> Wednesday of month)	<b>Faculty Senate Meetings</b> (Usually 2 <sup>nd</sup> Wednesday of month)
January 9, 2019 ( <i>Semester Begins 1/7/18</i> )	January 16
February 6	February 13
March 6	March 13 ( <i>Spring Break 3/17-24</i> )
April 3	April 10
May 1 ( <i>4/29 – 5/2 Finals</i> ) ( <i>Commencement 5/3</i> )	May 8