

12-4-2019

## Executive Committee & Cabinet Minutes December 2019

UNO Faculty Senate

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**2019-2020 Executive Council  
Minutes  
Wednesday, December 4, 2019  
ASH 196**

**Present:** Davidson, DeSanti, Garcia, Hale, Ostler, Qureshi, Schoenbeck, Surface, Woody  
**Excused:** Kelly

**Guest Speaker:** Stancia Jenkins, Associate to the President and Assistant Vice President for Diversity, Access, and Inclusion – Stancia discussed systemwide Diversity & Inclusion policy framework (student recruitment and retention, non-faculty recruitment and retention, supplier diversity, campus climate, and faculty recruitment and retention) and policy recommendations (search committees, recruiting, search, hiring, statement of support, clear p&t guidelines, and pipeline development). She would like all suggestions to be brought to her by January 17, 2020 ([sjenkins12@unl.edu](mailto:sjenkins12@unl.edu)). Suggested sources/examples can be referenced by viewing University of Washington, University of Michigan, and University of Berkley's policies.

**I. The meeting was called to order** at 2:31 p.m. by Senator Surface.

**II. The minutes** of November 6, 2019 were approved as submitted.

**III. Officers' Reports**

**A. President's Report:** Senator Hale

Senator Hale mentioned he will include a full President's Report at the Faculty Senate Meeting. Report to include topics on Signature Program Initiative, priority candidate process, faculty awareness of national issues, presidential search process, committee application, Paul Beck Scholarship, and ER&S policies.

**B. Secretary/Treasurer Report:** Senator Davidson

**Attendees:** Davidson, Ewald, Gold, Hale, Kelly, Kopp, Ostler, Qureshi, Smith-Howell, Surface, Toman

Chancellor Gold & SVC Kopp

- Chancellor Gold and SVP Kopp were invited to a student gathering after the Elmwood incident and both asked faculty to be sensitive towards what's happening external to our campus.
- Updated Faculty Hiring Procedures - [https://www.unomaha.edu/academic-affairs/\\_files/documents/policies/faculty-recruitment-policy-and-procedures-2019-2020.pdf](https://www.unomaha.edu/academic-affairs/_files/documents/policies/faculty-recruitment-policy-and-procedures-2019-2020.pdf)
- Asst. Vice Chancellor for Inclusion – Recordings of each candidate's UNO forum visit are included with their bios and will remain online through 5 p.m. on Wednesday, Nov. 27.

New Business:

- Chancellor Gold encourages faculty to send feedback to the board of regents regarding the priority candidate.

**C. Treasurer's Report:** Senator Davidson reported on the November 2019 budget report.

**IV. Standing Committee Reports**

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

The meeting was dedicated to Hank Robinson, Director of the Office of Institutional Effectiveness. It was agreed upon that Dr. Robinson will provide the committee with several questions that will facilitate effective communication between the committee and his office. *(Further Discussion: Senator Woody requested that Senator Ostler look into the process of adding content into a syllabi, specifically referring to sexual assault language.)*

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

The committee did not meet. Some progress was made towards current business.

**1. Donations to the Paul Beck Memorial Scholarship**

Senator Davidson made inquiries about mechanisms for contributions to the Paul Beck Memorial Scholarship. Debra Cox in Accounting provided the following information:

The (NU) Foundation only acts as an agent for UNO for fund #9148 at the Foundation; donations (to the Paul Beck Scholarship) cannot be made directly to the Foundation either by check or via their online donation platform.

Paypal or similar platforms are not available.

UNO Accounting can continue to accept checks from donors and deposit them directly into WBS element 47-2350-2018-100. A receipt will not automatically be generated. It is up to the department (Faculty Senate) to acknowledge non-Foundation gifts. A sample letter with necessary IRS information was provided.

There is a website called the UNO Marketplace, through which the Senate may set up a “Storefront” for the Paul Beck Memorial Scholarship Fund to facilitate donations. If a Storefront is created to accept donations, a receipt can be printed out that donors can use as their acknowledgement. A processing fee (typically 2.5-5%) is applied to these transactions. An example of a Storefront through the UNO Marketplace may be viewed at <https://commerce.cashnet.com/unocw> .

**2. Facilities and Administrative Costs Policies**

Senator Schoenbeck met with Vice Chancellors Ken Bayles and Sara Myers regarding F&A policies at the University (UNO Campus) level. The following summary was generated from that meeting.

Facilities and administrative costs (“F&A”) are collected at a rate determined by UNO Business and Finance, with the assistance of an outside consultant, and are based on the real costs incurred while conducting research at UNO. These funds are allocated at the Direction of the Senior Vice-Chancellor for Academic Affairs, in conjunction with UNO’s Strategic Plan to campus units. Twenty percent is distributed equally to Academic Affairs, ITS, Criss Library, and ORCA.

The balance is distributed to the colleges in amounts proportional to the F&A that each college brought in during the previous year. The disposition and disbursement of these funds is at the discretion of the dean of each college, subject to NU system spending guidelines; beyond this, there are no uniform policies regarding disbursement at the college level or lower.

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

Committee did not meet, no report.

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

***Report on AGENDA Items 11-27-2019***

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## 1. *Ongoing/Pending Items*

- A. *Non-Reported Sexual Assault:*** The Goals & Directions Committee has investigated and completed the action items related to this topic to the extent of our *current* abilities. The recommendation to include a Title IX statement on all syllabi was a resolution that passed in 2015. Although the committee acknowledges that this policy is not universally enforced nor does the policy contribute significantly to non-reported sexual assault, we do believe that this issue is one that can progress through greater intentional communication to faculty within departments and among faculty colleagues. Although there is not a specific Resolution being offered at this time, the Committee on Goals and Directions recommends the conscious consideration and open dialog about ideas concerning the safety and welfare of our student body and faculty. The Committee will continue to entertain new recommendations on the issue as they become available.
- B. *Adjunct Instructor (Instructor, Lecturer, Prof. of Practice) Policy:*** The Goals and Directions committee has recommended a small ad hoc committee of central administration and Faculty Senate members address the issue of rank, salary, and contract for a number of instruction-based non-tenure track faculty positions. The goal of this committee is to establish uniform communication, and policy where possible, within an evaluated system of promotion for non-tenure track faculty at UNO. The committee has met with central administration and is currently in the process of editing/drafting two interrelated documents, one concerning a system of promotion and the other concerning options for special faculty designations. The resulting documents will be used as a foundation for a more comprehensive set of ideas that can be submitted as part of the collective bargaining process. Until such time it is appropriate for a more expanded group of faculty to review and edit, the ad hoc committee will continue to work specifically with the Office of Academic Affairs. At this point, the working drafts lack several points that we believe need to be carefully articulated and we are waiting for feedback from Academic Affairs.
- C. *Solar Feasibility:*** The G&D Committee reported to Central Administration on the commitment to Renewable Energy on Campus. At this time, no action items are pending; however, the issue will be raised at the next EO&A meeting for additional consideration.

## 2. **New Items:** None

- E. *Professional Development:*** Senator DeSanti  
No report.
- F. *Committee on Committees:*** Senator Qureshi  
Committee bins categories:
1. Academic and curricular affairs
  2. Educational resources and services
  3. Faculty Personnel and Welfare

4. Goals and Directions
5. Professional Development
6. Physical Resources

Amy will work on putting the committees under these headings. The links are in the previous agenda. Features discussed were: Automatic emailing to submit notes, offer a page to confirm selections and Connect to google forms to keep repository of information.

**V. Other Faculty Senate Committees**

- A. Faculty Senate Budget Advisory Committee Report:** Ebdon, Eesley, and Hall – No report.
- B. Ad hoc UNO-UNMC Faculty-to-Faculty Communication and Collaboration Committee:** Senator Kelly – No report.
- C. Ad hoc Committee on Faculty Advancement**
  - 1. Resolution in support of Proposal for Non-tenure Track faculty Appointments and Progression**

**WHEREAS** Non-tenure track faculty are a key part of the UNO community;

**WHEREAS** It is desirable to communicate opportunities for professional growth to instructors and lecturers at UNO;

**WHEREAS** Non-tenure track faculty currently have no advancement and progression opportunities past "Lecturer";

**WHEREAS** Auxiliary special appointments are allowed for under section 4.4.1 in the Board of Regent Bylaws;

**WHEREAS** The ad-hoc committee on Faculty Advancement and Progression established by the Goals and Directions Committee of Faculty Senate has constructed the attached proposal in conjunction with the Office of Academic Affairs;

**WHEREAS** The proposal clarifies terminology and creates a new auxiliary appointment of "Senior Lecturer" to recognize Lecturers with exceptional responsibilities and contributions to UNO;

**AND WHEREAS** The proposal articulates a process that is inclusive and respectful of faculty shared governance;

**BE IT RESOLVED** that the UNO Faculty Senate does hereby recommend and endorse the proposal for adoption by the UNO Office of Academic Affairs.

*Motion to move Resolution to December Faculty Senate Meeting. Motion passes.*

**2. Resolution in support of Proposal for Distinguished (Associated) Professor**

**WHEREAS** Some faculty take on exceptional responsibilities and make contributions beyond the typical level factored into workload;

**WHEREAS** Auxiliary special appointments are allowed for under section 4.4.1 in the Board of Regent Bylaws;

**WHEREAS** It is desirable to recognize, support, and compensate faculty for significant contributions to the university;

**WHEREAS** The ad-hoc committee on Faculty Advancement and Progression established by the Goals and Directions Committee of Faculty Senate has constructed the attached proposal in conjunction with the Office of Academic Affairs;

**WHEREAS** The proposal creates a new auxiliary appointment of "Distinguished (Associated) Professor" to recognize faculty, holding the continuous appointment of Associate Professor or Professor, for their exceptional responsibilities and contributions to UNO;

**AND WHEREAS** The proposal articulates a process that is inclusive and respectful of faculty shared governance;

**BE IT RESOLVED** that the UNO Faculty Senate does hereby recommend and endorse the proposal for adoption by the UNO Office of Academic Affairs.

*Motion to move Resolution to December Faculty Senate Meeting. Motion passes.*

## **VII. Non-Senate Committee Report(s)**

### **VIII. Unfinished Business**

#### **A. Ombuds Interaction with Faculty Senate**

1. From Shereen Bingham: The most important exploratory discussion from my perspective would be focused on the question of whether the Faculty Senate has an interest in ensuring that the role of Ombuds Services Director will continue to be a tenured faculty member after I leave the role. (Prior to my involvement, there was no director role and the three ombudspersons reported to Charlotte Russell.) If the answer to this question is "yes," then there would be further discussion. I would like to hear ideas that FS members might have about methods, process, or procedures. If the answer is "no" (i.e., if the FS doesn't care whether the director of ombuds services is a staff member vs. a tenured faculty member) then that information will also be of value.

The "terms of reference" that I submitted to BJ Reed and Chancellor Gold about a year ago was never officially approved, but it includes the following statements which are pertinent:

"Ombuds Services shall comprise a network of three or more University Ombuds selected from the current UNO faculty and staff who are employed in different academic and functional areas of the University. The appointed individuals shall serve as Ombuds while maintaining their other employed positions at UNO. One Ombuds, preferably a tenured faculty member, shall also hold the position of Director of Ombuds Services." (italics added)

"The Ombuds shall receive stipends for their service and the Director of Ombuds Services shall receive a course reduction of one course per semester to fulfill the duties of the position."

"When the position of Director of Ombuds Services is vacant, the Chancellor and the Senior Vice Chancellor for Academic Affairs shall establish procedures to fill the position as described in Section 2.15 of the Bylaws of the Board of Regents of the University of Nebraska, <https://nebraska.edu/>

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</media/unca/docs/board-of-regents/board-of-regents-bylaws.pdf?la=en> .”

*Motion to pass task onto the Faculty Personnel & Welfare Committee. Motion passes.*

**B. Censure Bylaw Changes**

**1. Board of Regents Bylaw revisions resolution**

**WHEREAS** Cases of censure and emergency suspension have arisen recently on the University of Nebraska, Lincoln campus;

**WHEREAS** The UNL Faculty Senate has formed an Ad Hoc Committee to address AAUP Censure formally within the Board of Regents Bylaws;

**WHEREAS** The UNL Faculty Senate Ad Hoc Committee has developed a series of changes it believes will clarify and ensconce a fair and just process for faculty as it relates to censure and emergency suspension;

**WHEREAS** The UNO Faculty Senate has received the list of proposed changes and reviewed them;

**WHEREAS** The UNO Faculty Senate has contacted the UNO AAUP chapter for their feedback and opinion on the proposed changes;

**WHEREAS** The UNO AAUP chapter, chaired by President Robert (Bob) Ottemann, has reviewed the proposed changes among the UNO AAUP executive committee and the union attorney;

**AND WHEREAS** The UNO AAUP has stated, via their President, that they are in favor of the proposed changes in the attached bylaws revision proposal;

**BE IT RESOLVED** that the UNO Faculty Senate does hereby support the adoption of the proposed board of regents bylaws revisions as stated in the attached proposal from the UNL Faculty Senate Ad Hoc Committee on Addressing the AAUP Censure.

*Motion to move forward to December Faculty Senate Meeting. Motion passes.*

**C. REACH Suicide Prevention Program**

*Senator Davidson announced training will be held on December 13<sup>th</sup> from 10:30 – 12:00 pm. Contact Senator Davidson for further information, [mmdavidson@unomaha.edu](mailto:mmdavidson@unomaha.edu) .*

**D. Wellness Committee**

1. Senator Surface proposed for the Wellness Committee to fall under Faculty Senate Committees, “yellow sheet committees.”

*Senator Surface requested this item be postponed and be brought to the January Executive Council Meeting.*

**IX. For the Good of the Order**

**X. New Business**

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**A. President-elect Nominations**

*No action taken.*

**B. NU Presidential Selection Process Position**

**1. Board of Regents NU Presidential Hiring Process Resolution**

**WHEREAS** UNO Faculty and Staff are important constituencies of the NU System President;

**WHEREAS** The UNO Faculty Senate President co-authored the attached letter, on May 21, 2019, with the other campus Faculty Senates (UNL, UNMC, UNK) requesting representational faculty participation in the presidential search process;

**WHEREAS** The Board of Regents requested nominees from the UNO Faculty Senate for appointment to the Presidential Search Advisory Committee, but upon creating the committee on June 28, 2019 did not select any of the UNO Faculty Senate's nominees to be on the committee;

**WHEREAS** The Board of Regents only appointed one UNO Faculty member (Associate Dean of CPACs Theresa Barron-McKeagney) to the Presidential Search Advisory Committee;

**WHEREAS** The four NU faculty senate presidents met with Regents Clare and Pillen on the afternoon of June 28, 2019 to express their discontent regarding the lack of faculty and staff voices on the newly appointed committee and to request the appointment of additional representational faculty;

**WHEREAS** The UNO Faculty Senate President and members of his Executive Council sent a letter on July 3, 2019 (attached), describing the the lack of faculty and staff voices on the Presidential Search Advisory Committee and requesting that the Board add representative UNO Faculty to the committee;

**WHEREAS** The Board of Regent's Bylaws provision 2.12 states that the NU Faculty Senates (b) Act as the official voice of the faculty of which it is composed and Advise and consult with ... administrative groups on matters of general concern, which include ... the selection of academic-administrative personnel;

**WHEREAS** The Board of Regents did not follow or act on the response letter, leaving the Presidential Search Advisory Committee with no duly-appointed representative faculty voices from UNO;

**WHEREAS** The Board of Regents provided few mechanisms for faculty to engage in the selection of the NU President;

**AND WHEREAS** There was poor communication and late announcements of on-campus listening sessions and priority candidate forums;

**BE IT RESOLVED** that the UNO Faculty Senate concludes that UNO Faculty were disenfranchised of shared governance in the presidential search process

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**AND** the UNO Faculty Senate hereby requests that the Board of Regents be consistent with provision 2.12 of its Bylaws by appointing the UNO Faculty Senate President and at least 2 of their designees to any and all future selection committees relating to key institutional administrative personnel, including, but not limited, to the NU System President.

*Motion to move to December Faculty Senate Meeting. Motion passes.*

**XI. The meeting adjourned** at 3:43p.m. with announcements.