

2-5-2020

Executive Committee & Cabinet Minutes February 2020

UNO Faculty Senate

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2019-2020 Executive Council Minutes
Wednesday, February 5, 2020
ASH 196

Present: Cast-Brede, Davidson, Hale, Helm, Ostler, Qureshi, Surface, Woody

- I. **The meeting was called to order** at 2:01 p.m. by Senator Surface.
- II. **The minutes** of January 8, 2020 were approved as submitted.
- III. **Officers' Reports**

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

February 4, 2020

Dear Colleagues,

I hope your semester is off to a good start. This month's Faculty Senate President's Report continues a series of deep dives into particular senate areas of focus. Today, I would like to discuss **faculty advancement and recognition**. I am happy to announce that the Senate has worked closely with Academic Affairs to define and create two new auxiliary appointment designations to recognize outstanding faculty achievements. The first new auxiliary appointment, called Senior Lecturer, recognizes exceptional non-tenure track instructional faculty at the rank of instructor. The second new auxiliary appointment, called Distinguished Professor, is available to faculty with continuous appointment. The auxiliary appointment is designed to recognize faculty with exceptional responsibilities that contribute to the unit, institution, and/or profession that go beyond the typical level of contribution factored into workload. I have included several other news items from the senate you may wish to review.

Context and Evolution: Faculty Senate Ad-hoc Committee on Faculty Advancement

In early October 2019, the Faculty Senate began working with Academic Affairs to assess needs and expand opportunities for faculty recognition and advancement. Several needs became clear early in those discussions 1) Non-tenure track faculty need career growth opportunities and 2) our campus could do a better job of recognizing and rewarding contributions that go above and beyond workload. The Faculty Senate Goals and Directions Committee created an ad-hoc committee of the faculty senate with ex-officio representation from Academic Affairs to explore and implement solutions in this space. Working with SVC Sacha Kopp and AVC Candice Batton, the two proposals mentioned in my introduction emerged from this effort and were brought to the full senate for discussion and vote in two separate resolutions. After extensive discussion of the proposals, the resolutions were ratified along with several amendments to the underlying proposals. I have included the resolutions in their entirety below. The full proposals will be released by Academic Affairs in an upcoming announcement to the campus.

RESOLUTION 4395: 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

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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.

RESOLUTION 4396: 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

Future work on Faculty Advancement

The Senate's work is not done. Further advancement opportunities for faculty require us to work with AAUP and the collective bargaining unit to help inform them of faculty needs. The next collective bargaining cycle is coming up in Fall 2020 and the Senate intends to help identify, organize, and prioritize opportunities for advancement that go beyond auxiliary appointments. It is my hope that we can be forward looking and work together closely with our colleagues in AAUP as well as administration to provide the best possible environment and career advancement opportunities to UNO faculty.

Other updates

In addition to the Senate's work on Faculty Advancement, I want to make you aware of Resolution 4394, which the Senate passed to characterize our experiences throughout the Presidential hiring process. While I will spare you the details in this newsletter format, Resolution 4394 summarizes the series of events our faculty experienced during the search process for the new NU President. The resolution is not critical of the candidate selected, but IS critical of the process itself. Highlights of the deficiencies we outlined included a lack of UNO faculty and staff representation on the Board of Regents Presidential Search Advisory Committee and a lack of transparent mechanisms for faculty to share feedback and understand the impact of their feedback. You can examine Resolution 4394 in its entirety on our website <https://www.unomaha.edu/faculty-senate/additional-information/2019-12-fs-minutes1.pdf>.

Best Wishes,

Matt Hale, UNO Faculty Senate President 2019-2020

Further Discussion: President Hale gave Coronavirus updates, encourages faculty to enroll in classes on ReimaginingU, spoke on the conflict of interest draft that is presented in new business, and shared the President Carter will be meeting with the Executive Council in March 2020.

- B. Secretary/Treasurer Report:** Senator Davidson
No meeting. No report.

C. **Treasurer's Report:** Senator Davidson reported on the January 2020 budget report.

IV. Standing Committee Reports

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

1. At its 01-29-2020 meeting, the Academic and Curriculum Affairs Committee (ACAC) considered what, besides descriptive comments about a course, should be mandated for Inclusion in syllabi. It is believed that mandated information should be determined by the administration (e.g., information about all-campus policies). In addition, there should be a webpage for centralized policies. Further action by the Faculty Senate about part-time and non-tenured faculty should be tabled until the Senior Vice Chancellor sets forth determinations on the issues. The February 2020, meeting of the ACAC will focus on Teaching Evaluations
 - a. Karen, Jaci, and Hank will be invited to attend the February ACAC meeting.
 - b. By February 10th, Committee members will submit questions to Lisa Daubman to be compiled and sent to upcoming meeting attendees.
 - c. Discussion points will include guidance on usage of evaluations, consideration of ethics and professional issues, what other sources are already pursuing evaluation topics, whether a new instrument in place or contemplated, and any anticipated changes to the evaluation process.
2. Liz Wessling is reaching out to Trent Frederickson regarding FERPA Regulations and the constraints regarding mandatory reporting and consequences of plagiarism.

B. **Committee on Educational Resources & Services:** Senator Schoenbeck (Senator Davidson reported on behalf of the committee.)

1. Facilities and Administrative Costs Policies

- a. In December, the ER&S Committee reported findings up to that point. Briefly, the amount of F&A distributed to the different colleges is proportional to the amount that each 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.
- b. The ER&S Committee was asked to determine whether there was a mechanism by which the Senate could influence disbursement policy at the college level. It was proposed that transparent reporting of college-level F&A spending could be a means of promoting the use of these funds in ways that support the research that attracted the funding.
- c. We will approach this by attempting to answer the following questions:
 1. Is there a reporting system in place that shows how F&A funds are being used at the college level? If so, are the reports available to the faculty? Does it report spending in a way that clearly shows how specific funds are spent?
 2. If there is not such a reporting system in place, can we request that one be established?

2. Paul Beck Memorial Scholarship

- a. Applications: The Paul Beck Memorial Scholarship application process has been incorporated in the University's general online scholarship application system. The application portal is open to qualifying students, and applications are coming in.
- b. Contributions: A Paul Beck Memorial Scholarship "storefront" will be established through the NU Marketplace website. The site will facilitate contributions to the scholarship and issue the associated tax documentation.

Further Discussion: Senator Davidson will speak with the Chancellor and the Vice Chancellor to confirm the process colleges are undergoing for F&A and if a standardized reporting system is in place. Senator Qureshi invited the idea of principal investigators being able to decide how the funds are used. Senator Davidson will report back to Senator Schoenbeck.

C. Committee on Faculty Personnel & Welfare: Senator Helm

1. Ombuds Interaction with Faculty Senate per Shereen Bingham

a. The committee communicated with Dr. Bingham regarding her concerns. Since she is retiring from the role of director of Ombuds Services this May or August, the Chancellor and Senior Vice Chancellor are expected to establish procedures to fill the vacancy in accord with the Regents Bylaws, which state that the selection process “shall include formal consultation with representatives of those segments of the University served by the Ombudsperson.” Dr. Bingham is committed to maintaining continuity and support for her replacement and is concerned that there be a transparent selection process, compensation (currently a course release in fall/spring and summer stipend), and appropriate training. In an effort to address these issues prior to the arrival of the new administration, she reached out to Faculty Senate for insights. Per her recent conversation with the FP&W Committee, it was decided that she would approach Dr. Kopp, who has informally indicated an appreciation of the Ombuds office, to seek out his opinions and formalize the selection process, identify the qualifications for the position (tenured faculty) and measure whether the Faculty senate should be a part of the selection process. While we are waiting to hear back from her regarding her discussions with Dr. Kopp, Dr. Bingham is interested in the degree to which the faculty senate would like to be a part of the selection process for this position.

2. Confidential information that was released by the University and shared with a The United Way, per Dale Eesley

a. The Committee communicated with Dr. Easley regarding his discovery that confidential personnel information had been released by the University to the United Way. He discovered this when he followed a link provided to him in an email sent on behalf of the United Way and discovered his personnel number in the link. The FP&W Committee also followed the United Way link and by using a faculty personnel number we were granted access to the UW site. Dr Eesley raised his concerns with Cecil Hicks, Assistant Vice Chancellor for Human Resources. Mr. Hicks response: It appears from my research into this matter UNO (actually University of Nebraska system as whole) has had quite a long-standing relationship/agreement with UNO. It also appears per standard protocol the University makes every effort to ensure any data sharing is appropriate. The United Way gets limited data from us and the risk has been determined to be low based on all identified factors.

Dr. Eesley felt this response did not adequately address his concern. The committee followed up with Mr. Hicks inquiring about where to find UNO's policy regarding releasing employee information to third parties, and UNO and/or the University of Nebraska's policy regarding releasing information to the United Way. We are still awaiting a response.

Note: “Employee records are protected by the University of Nebraska Board of Regent bylaw 1.4.4. It specifies employee information that is to be kept confidential.”

3. Ziaul Huq has been appointed to take part on the NU level benefits committee.

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Further Discussion: It was proposed that a faculty representative be on the Ombuds Search Committee.

D. Committee on Goals and Directions: Senator Ostler

1. Ongoing/Pending Items

- a. **Lecturer Auxiliary Appointment overview:** Within the coming academic year, the AAUP will be launching into a new Collective Bargaining agreement. As part of this process, the Committee on Goals and Directions will focus on exploring rank and promotion options for non-tenure track faculty on two separate fronts, one as part of the Collecting Bargaining process and the other on a related issue but not under the obligations of the Collective Bargaining agreement. The first agenda will be to help conceptualize uniform processes and criteria for the promotion of Instructors and Lecturers, which may include continuing contracts and new ranks similar to Senior Instructor, Senior Lecturer, or Professor of Practice. G&D Committee members will be researching possible successful models used in other institutions. The G&D Committee will also be working with the existing Ad Hoc Committee currently working with Sr. Vice Chancellor Kopp on the same issue. The second agenda will be focused on improving the partnership and status of Adjunct Faculty members and considering options for special faculty designations such as Auxiliary Appointments in Service and/or Creative Activity. Although not under the same contract obligations, Adjunct Faculty provide a significant portion of the SCH production at UNO but are compensated at a relatively low rate. In order to honor and retain the best teachers for UNO and our students, we believe it is necessary and appropriate to consider actions that will help recruit and retain these quality individuals. We discussed ideas such as Adjunct Faculty awards to recognize outstanding teaching and/or service, parking perks, a ladder/ranking system, and a possibility of extended contracts.
2. **Solar Feasibility:** The G&D Committee intends to request an update on reactions to the solar Feasibility study 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.
3. **New Items:**
 - a. None

E. Professional Development: Senator Cast-Brede

1. Student Health Insurance Plan

- a. Met with Dr. Juan Casas and Aya Yousuf, Student Government President, to receive an update on the NU-system committee addressing the student health insurance plan issues.
- b. The systems should have been getting quotes from United Healthcare for the existing plan and other pricing models. The committee hopes to be making recommendation mid-February with the final recommendation going to NU administration mid-March.
- c. Both Dr. Casas and SG President Yousuf felt that there were still some unanswered questions around out of pocket costs and parental insurance coverage but felt the impact of the insurance plan on students was always at the forefront of the discussions. The goal is to try to still provide access to a platinum level insurance plan.
- d. Challenges – The situation is a result of high medical loss ratios, almost 40% of the claims are high claims (above \$25,000), and a declining student enrollment.
- e. The current medical loss ratios are too high to attract other insurance providers (there are only four student health insurance providers in the country) so the committee is looking at the quotes from United Healthcare in the short term. When that improves, the university will be able to ask other providers for quotes.

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- f. To be eligible for the student health provider, students must be enrolled in at least seven credit hours with at least one of those hours being on campus. The committee asked if there would be ramifications if that requirement was lowered and the on-campus hour was dropped.
 - g. Forced enrollment is not a current consideration.
 - h. SG President Yousuf is interested in collaborating with Faculty Senate in a response to the student health insurance plan situation but feels there is not enough information yet to formulate what that response might be.
2. Campus Policy Regarding Bringing Children to Work
- a. There is a campus-wide policy on bringing children to work.
 - b. Policy reads: *“As a rule, it is inappropriate for children to be in the work-place on a regular or sporadic basis, such as after school each day, on holidays when daycare is not available, or when children are ill.*
 - c. *In the rare instance when there are no other alternatives, and a staff member must bring a child to the workplace, advance approval should be obtained from the supervisor and the duration of the child’s visit to the workplace should be kept to a minimum. It is essential that parents or guardians provide close, constant supervision of their children while they are in the workplace. Children who are ill should never be brought to the workplace. Parents or guardians are responsible for childcare arrangements and planning alternatives for childcare. Parents or guardians may use vacation time when childcare issues arise.”* (<https://www.unomaha.edu/campus-policies/children-in-the-workplace.php>)

F. Committee on Committees: Senator Qureshi

1. We hope that Matt will announce the app at the Faculty Senate meeting on the 12th February the full Faculty Senate membership will test the app until the 24th of February. This committee will then meet on February the 26th to compile the feedback and provide it to Matt. If Matt can get the App ready, we hope to have the app shared with the entire faculty of UNO by March 1st with a deadline to complete the survey by the 31st of March. You will need to send reminders to the faculty on the 16th, 20th and 30th of March. The initial results should be with this committee by April 1st for review. This committee will then meet on April 22nd to work on the results of the survey and match faculty to the committee vacancies.

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:** Senator Ostler – no report.

VII. Non-Senate Committee Report(s) – no report(s).

VIII. Unfinished Business

A. Wellness Committee

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

Senator Surface motion to postpone indefinitely, no opposed, motion passes.

VIII. For the Good of the Order

IX. New Business

A. Senator Absenteeism

President Hale and Senator Davidson are following up with those who have repeated un-excused absences.

B. Conflict of Interest and Commitment Policy (agenda attachment – pgs. 6-10)

1. RESOLUTION: Support for Draft Campus Policy Relating to Conflicts of Interest and Commitment

WHEREAS The UNO Compliance office has drafted the attached conflict of interest and commitment policy;

WHEREAS The compliance office has consulted with the Faculty Senate President for critical feedback on the policy;

WHEREAS The policy has been modified to incorporate feedback provided to clarify language, applicability, and enforcement;

WHEREAS The topic of conflicts of interest has become a timely news item for universities around the country due to high profile incidents at Harvard University;

AND WHEREAS Chancellor Gold, in his campus forum, identified conflict of interest disclosure as an important area for our campus to focus on;

BE IT RESOLVED that the UNO Faculty Senate does hereby recommend and endorse the attached Conflicts of Interest and Commitment Policy for adoption on the UNO Campus.

Motion to move to Faculty Senate Meeting, no opposed, motion passes.

X. The meeting adjourned at 3:39 p.m. with announcements.