
Wednesday, August 15, 2018, Main Lodge Mahoney State Park

Members: Adidam, Anderson, Arbelaez, Barone, Bereitschaft, Boron, Cooper, DeSanti, Garcia, Grams, Hale, Huq, Johnson, Kealey, Kelly, Landow, MacArthur, Nash, Prisbell, Qureshi, Roland, Rowe, Sharif-Kashani, Schoenbeck, Stacy, Surface, Tisko, Woody, Zhong

Excused: Cast-Brede, Kennedy, Lee, Peterson, Podariu, Randall, Schaffer, Tiller, Winter

I. Official Call to Order: President Kelly

II. Presentation and Approval of Minutes:

- May 9, 2018 (agenda attachment – pgs. 1-25)
- June 6, 2018 (agenda attachment – pgs. 26-34)
- July 11, 2018 (agenda attachment – pgs. 35-42)

III. Officers' Reports

A. President's Report: Senator Kelly

1. Board of Regents Meeting: 8/3/18

- a. New appointments:** James P. Pottorff, Jr., Vice President and General Counsel, University of Nebraska; Douglas A. Ewald, Vice Chancellor for Business, Finance, and Business Development; UNMC; UNO
- b. Adjustments:** Christopher J. Kabourek, Vice President for Business and Finance and Chief Financial Officer, University of Nebraska; Mark R. Ellis, Interim Dean, Graduate Studies, UNK; Peter J. Longo, Interim Dean, College of Arts and Sciences, UNK; Jane L. Meza, Associate Vice Chancellor for Global Engagement, International Health and Medical Education, UNMC, and International Programs, UNO; Kenneth W. Bayles, Interim Associate Vice Chancellor for Research and Creative Activity, UNO
- c. Academic Affairs Committee Presentations, NSRI Faculty Projects.** Keely Buesing, Assistant Professor of Surgery, UNMC; Don Umstadter, Professor of Physics and Astronomy, UNL; Paul Davis, Associate Professor of Biology, UNO, David Berkowitz, Professor of Chemistry, UNL
- d. Business Affairs Committee Presentation.** College of Engineering and Scott Engineering Center Renovation, Lance Perez, Dean College of Engineering
- e. NU's Integral Role-** An Illustration, President Hank Bounds

f. Board of Regents Meeting, KUDOS Awards presented

B. Secretary/Treasurer Report: Senator Stacy

1. July 18, 2018 EC&A: (Senator Boron)

a. Chancellor Gold/SVC Reed & President Kelly:

- i. Chancellor Gold: Showed a campus awareness video to be used at orientation to create awareness and knowledge about campus security policies and procedures; asked for feedback. Open to using it for classes, senate meetings, college meetings, etc. to create awareness and help people realize that there are many individuals on campus to help.

Senator Barone: add phone numbers in the video (emergency and nonemergency numbers).

President Kelly: add more visual information to reinforce the key points (especially for those with a hearing deficit).

SVC Reed: need to make sure that the website is focused on accessibility and communication (e.g., flashing lights, contrast on the webpage, etc.). Important to have multiple ways for people to know what is going on (this addresses Senator Barone's concern that students are unaware of the meaning of flashing lights).

- ii. SVC Reed: faculty may not be notifying about outside employment and conflict of interest.

Drew Nielson - BOR has a requirement to disclose. Ways to manage conflict can be done in a positive way – we need to improve upon the process at UNO.

SVC Reed: Faculty are supposed to fill out a form notifying of these outside activities – a nondisclosed conflict can lead to separation or termination of contract.

- iii. Chancellor Gold: Central Administration wants our current draft on regulations for the use of university facilities and grounds. This will re-open in September for public comment (Dr. Shipp, Drew Nielson, and Dan were available for questions).

Two concerns from earlier drafts have been addressed in the new draft:

- 1) 30 business days requirement seemed excessive. This requirement may be adjusted for activities that could not be planned that far in advance (see p.2);
- 2) Number and size of spaces seemed to be too limited. An outdoor facility or area otherwise classified as a non-public forum area may be temporarily noted as a designated temporary forum area (see p.2). For the second point they want to ensure that it's not going to have a negative impact on the learning environment.

This draft, as a draft, needs to go down to Central by early August. Current senate needs to send any feedback before the close of business on Friday.

iv. SVC Reed:

1. Working with Ombudsperson Shereen Bigham. We have three positions – two are staff and one is faculty (Staff: Tracy Anderson and Joe Price; Faculty: Shereen Bingham). Shereen will be the lead – any person on campus can go to an Ombudsperson and will provide an annual report on the issues that were encountered and how they were addressed.
2. Ken Bayles started this week as the AVC for the Office of Research and Creative Activity.
3. Summer Compensation for impacted committees – they checked to see if the AAUP has anything that would impact or preclude this; AAUP seems to just focus on teaching in the summer. President Kelly also referenced the letter from Dr. Deb Smith-Howell included in these minutes.
4. Issues on visas for international faculty (Dr. Gina Toman): Please refer to handout. There is not a central place that funds these various expenses for H-1B Visa and Green Cards. An outside attorney would be even more expensive, with less education.

b. Faculty Senate Issues/Update:

i. Process for Search Committees

President Kelly inquired about the search processes for the positions of Doug Ewald (Senior Business Officer) and Jane Mesa (AVC for Global and Student Support). Chancellor Gold and SVC Reed responded. For Doug Ewald there was a search committee of 20+ people along with an employed search firm that conducted a national search. For Jane Mesa this was initially an interim role with a period to consider her performance for review. A committee was assembled to conduct the review and the recommendation was to retain her.

President Kelly inquired about a UNO/UNMC merger based upon questions he receives regarding this (especially in light of more joint administrative positions). Chancellor Gold and SVC Reed responded and offered to be available to those that have these questions. The goal is to create a supportive environment, with mentoring assistance, opportunities, etc., for our faculty. The culture and the mission of the two campuses are critical and independent and will remain this way.

Continuing:

i. Faculty Development Fellowship Application/Award Processes and Criteria

- *In progress, simply mentioned to keep everyone in the loop.*

ii. Grievance Committees Summer Compensation:

- *Covered during SVC Reed's discussion above.*

RESOLUTION 4279, 12/14/16: Grievance Committees Summer Compensation

*3/14/18 Senate Report: Deb Smith-Howell presented the UNO Administration's response to **RESOLUTION 4279, 12/14/16: Grievance Committees Summer Compensation.***

Compensation would be provided to 9 month faculty appointed to 3 committees: Professional Conduct Committee, Faculty Grievance Committee, and Academic Freedom and Tenure Committee.

We have been asked to look at the policies and procedures for the 3 committees to see if appropriate language could be added to minimize the necessity of these committees meeting during the summer. John Noble has agreed to produce a first draft response.

Administration's proposal is that 9 month faculty committee members will be compensated up to \$500.00 per day (minimum of 1/2 day) when their committee is required to meet. The sense of the committee was that the compensation what fair. Still, we asked that the rationale be written down and shared with us.

We have been asked to contact the AAUP, particularly Mike Peterson, to make sure that the solution that we are crafting is in line with the AAUP contract.

Received 7/12/18 from AVC Deb Smith-Howell:

Chris and Laura, Below is how I came up with the \$500 per day for the special summer committees.

I assumed an average faculty salary of \$75,000 (a little generous but many make more as well as many less—thinking that the folks on these committees are typically fairly senior).

Since only applies to 9 month contracts, I took 75% of 2080 (number of hours used for calculate annual salary for hourly workers) = 1560 hours

Took the average salary and divided by 1560 = 48.07 (rounded up to \$50 per hour)

\$50 x 8 (hours for full day of committee work) = \$400

Added \$100 to daily rate since assume that there is prep work for the meeting = \$500 per day

I'll be out of town on Wednesday. If you have questions, let me know.

Deb

Deborah Smith-Howell, Ph.D.
 Associate Vice Chancellor for Academic Affairs &
 Dean of Graduate Studies
 Professor of Communication
 402-554-4849
Dsmith-howell@unomaha.edu

c. **RESOLUTIONS:**

i. **Completion of Resolution Appointing Chair of Committee for Rules**

- *Announced.*

**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
4334	5/9/18 7/11/18	Appointment of Chair of Committee for Rules	7/18/18			Acknowledged
TO BE FOLLOWED UP						
4282	3/8/17	Expenses Associated with Visas for International Hires	4/19/17	Resolved 8/8/18		<i>SVC Reed explained the process for UNO paying for legal costs involved. These issues are usually handled by department chairs and personnel. Costs can't be nailed down, since they vary by who is involved. BJ Reed said he would ask for a one page description of the process made available to faculty.</i>
4279	12/14/16	Grievance Committees Summer Compensation	12/21/16 3/15/17 4/19/17 7/12/18	Resolved 8/8/18		<p><i>- SVC Reed says they may need more information. It is a workload issue as much as a compensation issue. Let's have further discussion.</i></p> <p><i>- BJ reiterated that summer pay is not likely to happen, as faculty select a variety of service opportunities. Regarding the three grievance committees, he feels that faculty select this type of service, similar to how faculty choose to serve on thesis committee.</i></p> <p><i>Chancellor Christensen said these type of issues, like summer grievance committee work, seldom occur. He is also apprehensive of anyone who has service in the summer wanting compensation. Some service such as FS President and IRB receive workload compensation.</i></p> <p><i>AVC Deb Smith-Howell: \$500 per day for the special summer committees. I assumed an average faculty salary of \$75,000 (a little generous but many make more as well as many less—thinking that the folks on these committees are typically fairly senior). Since only applies to 9 month contracts, I took 75% of 2080 (number of hours used for</i></p>

						<i>calculate annual salary for hourly workers)</i> <i>= 1560 hours</i> <i>Took the average salary and divided by</i> <i>1560 = 48.07 (rounded up to \$50 per</i> <i>hour)</i> <i>\$50 x 8 (hours for full day of committee</i> <i>work) = \$400</i> <i>Added \$100 to daily rate since assume that</i> <i>there is prep work for the meeting = \$500</i> <i>per day .</i>
CARRIED FORWARD						

2. Treasurer’s Report: Senator Stacy

- June 2018 (agenda attachment – pg. 43)
- July 2018 (agenda attachment – pg. 44)

IV. Executive Committee Report: Senator Barone

A. RESOLUTION Chair and Vice Chair for Faculty Personnel & Welfare Committee *(at first breakout session)*

BE IT RESOLVED, the 2018-2019 Faculty Personnel & Welfare Committee has met and selected the following 2018-2019 chair and vice chair from their members:

_____, Chair
 _____, Vice Chair.

Pending

~~**A. Canvas Retention & Completion Calendar:** Senator Grams reported in April 2018 this is continuing to be worked on.~~

~~*(At the 5/2/18 EC&C meeting Past President Grams was tasked to continue to work on this.)*~~

~~*(8/8/18: Resolved by EC&C as a done deal.)*~~

~~**B. RESOLUTION 4314, 11/8/17: Include in ACE a Question Regarding Timely Feedback for Students**~~

~~*(4/11/18: Senator Grams will check to see if the question been added to the Evaluation Form? And also, can the form be put on the web somewhere so questions can be seen?)*~~

~~*(At the 5/2/18 EC&C meeting Past President Grams volunteered to continue checking on this.)*~~

~~*(8/8/18: Resolved by EC&C as this question was put on the Evaluation Form.)*~~

C. Risk Assessment

Waiting for reply: F.S. Admin Tech Sue Bishop and Rachel Powell regarding a Risk Assessment presentation. If Rachel Powell can send a report in January/February 2019, then no presentation is necessary.

V. 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 10th 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.

B. Committee on Educational Resources & Services: Senator Schoenbeck

PENDING:

1. Canvas: When the transition away from Blackboard enter the final days during summer 2018, new issues could emerge as more faculty seek technical assistance. (EC&C to ER&S 3/7/18)

(5/2/18 Committee remains open to undertaking a project when an issue becomes clearly defined.)

2. 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.

3. Accessibility to Classroom IT Equipment (3/7/18): EC&C sent this item to the ER&S Committee.

C. Committee on Faculty Personnel & Welfare: Senator TBD

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.

~~2. **Summer Compensation for Grievance Committees.** 10/2017 cont.:~~

~~**RESOLUTION 4279, 12/14/16: Grievance Committees Summer Compensation**~~

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

~~*EC&C 3/7/18:* We have been asked to look at the policies and procedures for the 3 committees to see if appropriate language could be added to minimize the necessity of these committees meeting during the summer. John Noble has agreed to produce a first draft response.~~

~~—Administrations proposal is that 9 month faculty committee members will be compensated up to \$500.00 per day (minimum of 1/2 day) when their committee is required to meet. The sense of the committee was that the compensation what fair. Still, we asked that the rationale be written down and shared with us.~~

~~—We have contacted the AAUP to make sure that the solution that we are crafting is in line with the AAUP contract.~~

~~*(On 5/2/18 the EC&C noted that when we receive the update from AVC Smith-Howell this will be put on the Faculty Senate website.)*~~

~~*(8/8/18: Resolved by EC&C with e-mail from AVC Smith-Howell)*~~

~~3. **Visa Issues: Are they consistent college to college.**~~

~~*(1/10/18: Put on EC&A agenda.) Resolution 4282*~~

~~*(8/8/18: Resolved by EC&C with handout from Regina (Gina) Toman, Asst to Sr VC/Faculty HR Officer)*~~

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

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

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

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

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

of the website mentioned above.

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

5. 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.)

6. Air Handler for Sculpture Lab

(On 4/11/18 Senator Stacy reported the air handler for the Sculpture Lab is dangerously outdated. The full Senate moved to send it to the FP&W Committee to look into how it can be updated or replaced, or who to keep in contact with.)

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.)

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.)

F. Committee on Rules: Senator Johnson

Senator Johnson has been notified that Michael O'Hara is retiring as of December 31, 2018, and needs to be replaced on the Faculty Senate Budget Advisory Committee. His term ends 7/31/2019. (V.A. below)

PENDING: None

VI. Other Faculty Senate Committees

A. Faculty Senate Budget Advisory Committee Report: Prof. Ebdon, Hall, O'Hara

VII. Ad hoc Committees

A. (Ad hoc UNO-UNMC Faculty-to-Faculty Communication and Collaboration Committee) (Senator Barone) (Needs a specific charge to be reconstituted.)

VIII. Non-Senate Committee Reports

IX. Unfinished Business

A. RESOLUTION: Replacement of CPACS Senator

BE IT RESOLVED with the July 25, 2018, resignation of CPACS Senator Craig Maher from the UNO Faculty Senate, Amanda Randall will be his permanent replacement, completing his term to May 13, 2020.

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**B. RESOLUTION: Resignation and Replacement of Scott Glasser, CFAM Senator**

**BE IT RESOLVED** with the August 1, 2018, resignation of CFAM Senator Scott Glasser from the UNO Faculty Senate, tba will be his permanent replacement, completing his term to May 13, 2020.

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C. RESOLUTION: Temporary Replacement (Fall 2018) for Mark Schoenbeck, A&S Senator

BE IT RESOLVED that due to class scheduling Senator Mark Schoenbeck, A&S Senator, will need a temporary replacement for Fall 2018. That replacement is tba.

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**D. RESOLUTION: Temporary Replacement (Fall 2018) for Chair Person of Education Resources & Services Committee**

**BE IT RESOLVED**, the 2018-2019 Academic & Curricular Affairs Committee has met and selected the following 2018-2019 chair (Fall 2018) from their members:

\_\_\_\_\_, Chair (Fall 2018).

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E. RESOLUTION Vice Chair for Academic & Curricular Affairs Committee

BE IT RESOLVED, the 2018-2019 Academic & Curricular Affairs Committee has met and selected the following 2018-2019 vice chair from their members:

_____, Vice Chair.

~~~~~

**F. RESOLUTION Vice Chair for Rules Committee**

**BE IT RESOLVED**, the 2018-2019 Academic & Curricular Affairs Committee has met and selected the following 2018-2019 vice chair from their members:

\_\_\_\_\_, Vice Chair.

~~~~~

X. For the Good of the Order

XI. New Business

A. Standing Committees Report from their Breakout Session

1. **Academic & Curricular Affairs Committee:** Senator Kealey
2. **Educational Resources & Services Committee:** Senator Schoenbeck
3. **Faculty Personnel & Welfare Committee:** Senator tba
4. **Goals & Directions Committee:** Senator Bereitschaft
5. **Professional Development Committee:** Senator Boron
6. **Rules Committee:** Senator Johnson

XII. Adjourn

XIII. Announcements

A. New Way Recycling is Collected on Campus

E-mail received 8/2/18:

UNO has switched the way our recycling is collected on campus. While most of the changes will not be felt by the general campus community, there are a few changes that they can do to help with the program. Could you please share the article with the Faculty Senate and if they have any questions, they are more than welcome to reach out to me.

<https://www.unomaha.edu/news/2018/07/changes-to-campus-recycling-program.php#.W18WXQmlrdE.facebook>

Thank you,

Sarah Burke, M.S.

Sustainability Coordinator

- B. EC&A Mtg:** No meeting in August 2018
- C. Faculty/Staff Picnic:** Wednesday, August 29, 2018, 11 a.m. to 1 p.m., MBSC Ballroom
- D. EC&C Mtg:** Wednesday, September 5, 2018, 2 p.m., ASH 196
- E. Faculty Senate Mtg:** Wednesday, September 12, 2018, 2 p.m., CEC 230/231
- F. EC&A Mtg:** Wednesday, September 19, 2018, 2 p.m., EAB 200
- G. Faculty Senate/SAC Awards Dinner:** Monday, April 15, 2019, evening

Schedule for 2018-2019	
EC&C Meetings (Usually 1 st Wednesday of month)	Faculty Senate Meetings (Usually 2 nd Wednesday of month)
June 6	June
*July 11	July
*August 8	August 15, 2018 (Retreat) (3 rd Wednesday) (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) (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) (Commencement 5/3)	May 8