
Wednesday, October 3, 2018, 2 p.m., ASH 196

Members: Adidam, Barone, Bereitschaft, Boron, Grams, Huq, Johnson, Kealey, Kelly, Stacy

- I. Official Call to Order:** Vice President Barone
- II. Presentation and Approval of Minutes:** September 5, 2018 (agenda attachment –pgs. 1-14)
- III. Officers' Reports**
 - A. President's Report:** Senator Kelly

Faculty Colleagues,

Hello again! I hope the new semester is treating you well. We have a number of important developments on campus that I want to bring to your attention. As always, please feel free to contact me if you have any questions or concerns.

On Tuesday September 25th we received more detailed information about the University's new health and benefits plan from the Office of President Bounds. Among the improvements described, premium rates will go down 2 percent next year, with no increases in deductibles, co-payments, or maximum out-of-pocket payments. Also, UMR (United Healthcare) and Ameritas have created websites that allow you to search for in-network providers.

There are two benefit open houses scheduled at UNO to discuss the new plan, with representatives in attendance from UMR (medical insurance), Ameritas (dental insurance), CVS Health (prescriptions), Assurity (life insurance), UNUM (long-term disability), and the Campus HR/Benefits office. These are scheduled for Friday October 5th from 9AM to 12 in the Collaborating Commons (CPACS 132) and Monday October 8th from 3PM to 6 in the MBSC Ballroom (2nd floor).

As of Wednesday October 26th, you do not need to use DUO two-factor authentication to log into your Canvas account at UNO. This change is in response to concerns voiced by faculty, for example, instructors who could not access Canvas in the classroom because they did not have their smartphone or a DUO token available. In the next several months, DUO will be re-introduced to the Canvas login process; however this time it will be on an opt-in basis, it will not be required (as DUO is for VPN, Firefly, and other systems). Faculty will be encouraged to opt in to DUO, as two-factor authentication provides additional security for student grades and other sensitive information stored on Canvas.

Several faculty have raised the issue that with the loss of access to the UNO server, they no longer have the opportunity to have their own personal website on the UNO

server. One solution, raised by Senior Vice Chancellor B.J. Reed and by Jason Buzzell, the Director of Digital Communications, is to use the newly expanded faculty profile page; for example, faculty can post a link on this page to a personal website (which is their responsibility to manage). The faculty profile page also enables any changes made in Digital Measures to appear on the page within 24 hours.

Finally, I have spoken with John Amend, the Assistant Vice Chancellor for Facilities Management and Planning and with Doug Ewald, the Vice Chancellor for Business, Finance, and Business Development about two issues raised by faculty. The first is the lack of faculty representation on the Committee on Facilities Planning and the second is the lack of timeliness of Committee meetings (in the past, the Committee has met just once a year and typically after major projects are underway). We are working to address these issues. The next meeting is tentatively scheduled for mid-November; among the topics we will discuss are space utilization, change in the use of existing facilities, development of physical facilities, and long-range planning. I will have more details when plans for the meeting are finalized for anyone who wishes to participate.

Please feel free to contact me anytime if you have questions. You can reach me by phone at 4-4124 or by email at cmkelly@unomaha.edu.

Best wishes.

B. Secretary/Treasurer Report: Senator Stacy

1. EC&A: September 19, 2018

Facilities Planning Committee:

Currently President Kelly and 3 Faculty Senate appointed faculty members serve on the Facilities Planning Committee. Other senators are invited to participate. There is a tentative meeting scheduled for early November.

In response to the story in the Omaha World Herald about 1500 solar panels to be installed on three buildings at UNMC, Senator Richard Stacy asked when UNO was going to get solar panels. Chancellor Gold explained the circumstances associated with the UNMC project. He also stated that he would support initiatives to bring solar energy to UNO. Senator Stacy said he would bring the topic up to the Goals and Directions Committee on which he serves as a member.

Faculty Websites:

Faculty will be able to link URLs to their individual profile page.

Access to course evaluation information by department chairs and directors.

Senior Vice Chancellor Reed said that although chairs and directors have access to course evaluation information, they are warned to not look at them unless they have a specific need to do so. He did not discuss what the penalties are for violations.

**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
4347	9/12/18	University for the Advancement of Teaching (UCAT)	9/13/18			Acknowledged
4346	9/12/18	UNO Professional Conduct Committee	9/13/18			Acknowledged
4345	9/12/18	Faculty Grievance Committee	9/13/18			Acknowledged
4344	9/12/18	Ballot for Academic Freedom & Tenure Committee	9/13/18			Acknowledged
4342	5/9/18 9/12/18	Resignation and Replacement of Scott Glasser, CFAM Senator	9/13/18			Acknowledged
4339	5/9/18 9/12/18	2018-2019 Standing Committee Vice Chairs	9/13/18			Acknowledged
4333	5/9/18 9/12/18	2018-2019 Standing Committee Chairs	9/13/18			Acknowledged
4341	8/15/18	Replacement of CPACS Senator	8/18			Acknowledged
TO BE FOLLOWED UP						
CARRIED FORWARD						

2. Treasurer’s Report: Senator Stacy (September 2018) (agenda attachment – pg. 15)

IV. Standing Committee Reports

A. Committee on Academic and Curricular Affairs: Senator Kealey

The Committee met September 26, 2018.

Present: Senators Hale, Kealey, MacArthur, Randall, Schaffer, Woody

Item 1: Selection of Vice-Chair of Committee. Dr. Kelly MacArthur, an Assistant Professor of Sociology volunteered to serve as the Vice-Chair. This was formalized by a nomination and second. The vote of the committee was unanimous. Dr. MacArthur is now the Vice-Chair of the Committee.

Item 2: Review of a proposal by the Department of Accounting in the College of Business Administration to **change its unit designation** from a Department to a **School**. Professor Susan Eldridge, the chair of the Department of Accounting was present to answer questions about the proposal.

The committee found little to challenge/question in the proposal. The Department laid out a well-reasoned argument that explaining the professional nature of the program and that the designation was important to certain external constituencies

when comparing Accounting education programs across the state, region and nation. UNO's Department of Accounting has established some distinction as it is one of only 182 other Accounting programs (internationally) that has received separate (from the College of Business) program accreditation from the Association to Advance Collegiate Schools of Business (AACSB). Professor Eldridge was excused and the committee unanimously voted to move this proposal to the full Faculty Senate for their review and approval.

RESOLUTION: Approval of the Proposal for a School of Accounting

WHEREAS The Department of Accounting in the College of Business Administration has brought forward a proposal to change its academic unit designation from a department to a School, and,

WHEREAS the Department's proposal has carefully described how it meets the comprehensive criteria established by the University of Nebraska for the classification/designation as a school, and

WHEREAS Dean of the College of Business has strongly supported this proposal, and,

WHEREAS the Advisory Board of the Department has encouraged the efforts of the Department in the development of this proposal,

THEREFORE, BE IT RESOLVED that the UNO Faculty Senate, with the above matters being taken into consideration, does hereby approve the proposal.

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**Item 3:** Review of a proposal from the Graduate College; College of Business Administration (CBA); College of Information Sciences and Technology and the Mathematics Department of the College of Arts and Science to establish an interdisciplinary **Master of Science in Data Science** degree program. Professor Dustin White was present to represent CBA; Professors Mahbulul Majumder and Andrew Swift were present to represent the Department of Mathematics.

The representatives from CBA and Mathematics spoke to the increasing demand for the broader skills represented by this proposal. This proposal was apparently developed organically as a result of interactions/conversations various members of the parent Colleges and Departments have had with employers as data has become more available within those employer organizations. There was some discussion in the committee about the opportunities for extending the collaboration beyond the hosting departments. For example – we observed that some students in Sociology and/or Psychology program might find this opportunity attractive. There was also discussion that courses from other departments (again with a focus on Psychology and Sociology) might be valid substitutes for some of the elective and or core classes – depending on a particular student's preferences and goals. The representatives believed that if these situations occur the Program Director and Graduate Program Committee would have the flexibility to adjust the program definition to meet student needs.

There was also discussion about the administrative and academic management of the program. Specifically – the current version of the proposal did not set out the composition of the Graduate Program Committee for this degree. Some of the committee were concerned that this raises the possibility of the program becoming orphaned. The Chair was charged with communicating with the Graduate Dean to learn about the provisions for this program's leadership.

Other than the oversight with respect to the explicit definition of the Graduate Program Committee and Program Director the committee believed this is an excellent proposal for all of the reasons laid out in the proposal and voted unanimously to pass a resolution in support of this program for the full Faculty Senate to consider.

### **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.*

#### **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.)

### **B. Committee on Educational Resources & Services:** Senator ~~Adidam~~ Davidson

The Committee met September 26, 2018.

**Members Present:** Jill Blankenship (A&S); Marlina Davidson (CFAM); Andy Zhong (A&S)

**Members Excused/Absent:** Tej Adidam (CBA) Interim Chair; Jooho Lee (CPACS); Jeanne Surface (ED) Vice Chair

### **Work on Pending Items:**

1. Payroll deduction for Paul Beck Scholarship: Senator Davidson is following up with the NU Foundation. She will offer a status update when the Faculty Senate meets in October.

2. Accessibility to IT classroom equipment: Senators Lee and Blankenship talked to Bret Blackman & Jaci Lindburg in ITS about technology in the classroom. See attached information for details. (agenda attachment – pgs. 16-17)
3. Educational Resources/Accessibility Services: Senator Davidson invited Cathy Pettid, Assistant Vice Chancellor, Student Affairs or someone from her office to attend October’s committee meeting to talk about updates related to student success and accessibility in the classroom. This include Behavior Review Team (BRT) and Counseling and Psychological Services (CAPS).
4. Senator Zhong has recommended that we invite someone from the Library to give a short presentation at Faculty Senate to update everyone on services.

**NEW:**

Senator Davidson has suggested that the ER & S Standing Committee description be updated to replace the wording “special education” with “accessibility services.”

**RESOLUTION: Update of ER & S Standing Committee Description**

**BE IT RESOLVED** that the Educational Resources & Services Standing Committee be updated: “The committee’s responsibilities include those matters which pertain to policies involving the library, computer usage, international programs, and any other educational programs, resources, or services. In addition, the committee shall have oversight responsibility for the university committees on library and educational resources, computer usage, international programs, and ~~special education~~ **accessibility services**, and any other such committees as directed by the Executive Committee.”

The next ERS Standing Committee meeting will be on October 31<sup>st</sup>.

**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.

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

**PENDING:**

1. **Wellness Fees. 10/2017:** On Mon Sept 18, there was an initial faculty/staff wellness-based incentive program meeting in EAB 202 organized by Dan Shipp. Attending: Dan Shipp, Cathy Pettid, Joe Kaminski, Jeanne Surface, Griff Elder, Cecil Hicks, Carol Kirchner, and Esther Scarpello.

The group met to discuss how UNO could develop and pilot a wellness-based incentive program for faculty/staff. The wellness program needs still to be worked out—both programmatically and financially. But roughly, the idea is that, UNO

would offer a pilot program that would partially reimburse the cost of a Wellness/H&K membership based upon member usage and participation in specific wellness program elements. Tentatively, the financial incentive might be as much as a \$100 reimbursement of the \$150 per semester Wellness/H&K membership fee. Details have to still be worked out. The working goal is to offer this pilot program starting in January (but if not January, then the following August-2018).

The working group plans to meet every two weeks. The first meeting will discuss the requirements for reimbursement.

I have been asked to put together a Faculty Senate Focus Group that this working group can consult.

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

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

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

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

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

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

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

- 3. Server for Personal Web Pages**

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

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

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

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

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

- 4. 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.)*

- 5. 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.)*

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

The Committee met September 26, 2018.

Present: Senators Arbelaez, Bereitschaft, Stacy, and Tisko

Absent/Excused: Senators Roland and Sharif-Kashani

We discussed the pending issue of increasing faculty representation in campus facility planning. Unfortunately, we are unsure as to how to proceed at this juncture given that the appropriate point of contact has yet to be identified. A second pending item, the invitation of Dr. Jane Meza to discuss with our committee her goals/plans for the new joint position of AVC -- Global Engagement, also remains uncertain. It is hoped she can join us at our November 28 meeting.

The committee discussed new business pertaining to bringing solar energy infrastructure (particularly solar panels and EV charging stations) to the UNO campus. Dr. David Corbin, professor emeritus in the School of Health and Kinesiology and past president of Nebraskans for Solar, was able to lend his expertise to the discussion, suggesting potential funding sources and partnerships. The committee believes it may be worthwhile to invite Dr. Corbin to address the Senate as a whole.

**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**

Attendees: Senators Boron, DeSanti, Podariu

Excused Absence: Senator Cast-Brede

Absent: Senators Cooper and Winter

1. Addressing List of Supportive Information for Retirees

Guest: Esther Scarpello attended to discuss common practices when faculty members are approaching retirement.

The committee discussed the need to consider generating two lists, one when faculty members are beginning to contemplate retirement, and a second for once faculty members have decided to retire.

Meetings with financial advisors are recommended, as is considering all options regarding health care coverage – these are the two biggest decisions that need to be made.

2. Regarding Sabbatical Consistency Across Departments and Colleges

Discussion: Faculty members may get different information at the department or school level that could impact whether an application is received or supported at the college-level. Is there a need to survey faculty about this process?

Continuing Business:

Need to invite Hank Robinson from Institutional Effectiveness to discuss:

1. Access to teaching evaluations;
2. Improving meaningfulness of teaching evals (connect open-ended responses)

Next meeting: Regina Toman will visit with us regarding retirement.

**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.)*

**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.)*

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

**1. Completion of RESOLUTION 4344, 9/12/18: Academic Freedom & Tenure Committee** *(574 Ballots were sent to UNO full time faculty. 255 Ballots were returned on time and with signed outer envelopes, 249 valid, 12 invalid.)*

**BE IT RESOLVED** that in accordance with Article 6.5.2 of the Faculty Senate Bylaws the following nominees for the Academic Freedom and Tenure Committee are brought forward by the Rules Committee for senate nomination. The ballot will be presented to the UNO Faculty.

One tenured faculty member will be elected from the following two nominees to serve a three-year term from October 16, 2018, through October 15, 2021, to replace Gwyneth Cliver, whose term will expire:

Maria Arbelaez (149 For) ELECTED

~~David Peterson~~ (99 For)

And one Non-Tenured Faculty member will be elected from the following two nominees to serve a three-year term from October 16, 2018, through October 15, 2021, to replace Alecia Anderson, whose term will expire:

Tara Richards (127 For) ELECTED  
Jenna Yentes. (117 For)

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2. RESOLUTION: Faculty Senate Budget Advisory Committee Replacement

BE IT RESOLVED as Michael O’Hara is retiring December 31, 2018, the following faculty member will complete his term (08/01/16 - 07/31/19):

Dale Eesley.

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**4. Completion of RESOLUTION 4331, 5/9/18: Student Publications Committee, Position A**

BE IT RESOLVED that the following names constitute the Faculty Senate approved list of nominees to the Student Publications Board, Position A, to replace Karen Weber, from which the Chancellor is to select one for a three-year appointment from 01/01/19 through 12/31/21 as specified in the By- Laws of the Board of Regents:

~~Melodae Morris~~  
Karen Weber.

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PENDING:

V. Other Faculty Senate Committees

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

VI. Ad hoc Committees

A. (Ad hoc UNO-UNMC Faculty-to-Faculty Communication and Collaboration Committee) Senator Barone

Next meeting is October 31, 2018.

VII. Non-Senate Committee Reports

VIII. Unfinished Business

Pending

A. Teaching Evaluations

Senator Kealey noted that information has been lost as teaching evaluations are given back to faculty now. Can another distribution mechanism be found? The evaluations are now distributed via Institutional Effectiveness. Can program be fixed?

(9/12/18: President Kelly will look into this.)

IX. For the Good of the Order

X. New Business

A. RESOLUTION: Resignation and Replacement of Tammie Kennedy, A&S Senator

WHEREAS A&S Senator Tammie Kennedy resigned from the Faculty Senate

WHEREAS the Faculty Senate Executive Committee has accepted Senator Tammie Kennedy’s resignation, effective September 15, 2018, and

BE IT RESOLVED the College of Fine Arts and Sciences asks that the following faculty member be seated as a permanent replacement for Tammie Kennedy to complete her term to May 13, 2020:

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**XI. Adjourn**

**XII. Announcements**

**A. Faculty Senate Mtg:** Wednesday, October 10, 2018, 2 p.m., **MH 218**

**B. EC&A Mtg:** Wednesday, October 17, 2018, 2 p.m., EAB 200

**C. EC&C Mtg:** Wednesday, November 7, 2018, 2 p.m., ASH 196

**D. Faculty Senate/SAC Awards Dinner:** Monday, April 15, 2019, evening

| <b>Schedule for 2018-2019</b>                                            |                                                                                                   |                    |
|--------------------------------------------------------------------------|---------------------------------------------------------------------------------------------------|--------------------|
| <b>EC&amp;C Meetings</b><br>(Usually 1 <sup>st</sup> Wednesday of month) | <b>Faculty Senate Meetings</b><br>(Usually 2 <sup>nd</sup> Wednesday of month<br>Begin at 2 p.m.) | <b>Room</b>        |
| June 6                                                                   | <del>June</del>                                                                                   |                    |
| *July 11                                                                 | <del>July</del>                                                                                   |                    |
| *August 1 or 8                                                           | August 15, 2018 (Retreat) (3 <sup>rd</sup> Wednesday)<br>(Classes begin 8/20/18)                  | Mahoney State Park |
| September 5                                                              | September 12                                                                                      | CEC 230/231        |
| October 3                                                                | October 10                                                                                        | MH 218             |
| November 7                                                               | November 14                                                                                       | CEC 230/231        |
| December 5 (Prep Week)                                                   | December 12 (Finals Week)<br>( Commencement 12/14)                                                | CEC 230/231        |
| *January 2 or 9, 2019<br>(Semester Begins 1/7/18)                        | January 9 or 16                                                                                   | CEC 230/231        |

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|-------------------------------------------------------------------|------------------------------------------|-------------|
| February 6                                                        | February 13                              | CEC 230/231 |
| March 6                                                           | March 13 ( <i>Spring Break 3/17-24</i> ) | CEC 230/231 |
| April 3                                                           | April 10                                 | CEC 230/231 |
| May 1 ( <i>4/29 – 5/2 Finals</i> )<br>( <i>Commencement 5/3</i> ) | May 8                                    | CEC 230/231 |