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Wednesday, July 10, 2019, 2 p.m., MBSC 222

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**Members:** Cast-Brede, Davidson, Hale, Huq, Kelly, Ostler, Schoenbeck, Surface, Qureshi, Woody

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**Presentation:** Charlotte Evans, UNO Chief of Police and Asst VC

Re: concerning the ability to “lock down” classrooms, teaching laboratories and other instructional space within the UNO academic facilities. Several of our areas are easily locked down in the event of a tragic shooting episode; however, others would be either very difficult or impossible. What systems do we have in place to identify those areas? What can be done to enhance the security now and in the future?

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**I. Official Call to Order:** President Hale

Dear Colleagues,

I hope that summer is treating you well. Summer always seems to be a time of rest and relaxation, but every year I’m reminded that in reality it is a busy time of the year; when we finally start to catch up on the tasks we didn’t have enough time to finish during the academic year. Hopefully, you’ve had a bit of the former amidst the latter.

This summer has been busy, so far, in terms of faculty governance. I wanted to take this midsummer opportunity to bring you all up-to-date with the news and activities that faculty senate is aware of and engaged in, representatively, on your behalf.

**News and On-going Areas of Concern**

I’ll start with good news. Thanks to the leadership of the prior Faculty Senate President, Chris Kelly, and close partnership with Chancellor Gold and others in NU Central Administration, we have finally begun to make some headway on the UMR mental health provider reimbursement problem. I am happy to report that effective June 1, 2019, UMR has substantially increased reimbursement rates to mental health providers in Nebraska. This *should* have the effect of expanding coverage for our faculty and staff, and their families. In some cases, reimbursement rates may increase by as much as 300% to providers – presenting a much better case for providers to offer in-network care.

Keeping with the healthcare theme, but moving into distressing news, the UNO Faculty Senate has been made aware of new issues arising for graduate students in regard to their premium and out-of-pocket health insurance costs. You may have heard system-wide news from President Hank Bounds regarding this issue. Initially, it was reported that out-of-pocket costs for graduate students in 2019-2020 were increasing to \$7,350 (up from \$2200 this year) for individuals and \$14,700 (up from \$4,400) for families.

Premiums are also increasing by 18.6%. President Bounds noted in a letter to the NU system (<https://www.unomaha.edu/news/2019/06/university-rolling-back-out-of-pocket-increases-for-student-insurance.php>) that the premiums were kept to an 18% increase and that out-of-pocket costs were covered using gap funding for this year to keep the 2019-2020 costs to their 2018-2019 levels. We in Faculty Senate recognize that this is an important issue for our students and that affordable health care is a key component of the value proposition we make to graduate students. Rising healthcare costs are also known to affect faculty research and creative activity, as premiums constitute an increasing slice of pie in grant budgets. UNO Faculty Senate will continue to work with the NU Board of Regents and the NU Office of the President to advocate for affordable health care for our students and to emphasize the burden rising health insurance costs place on our faculty and students.

In other news, as many of you already know, Hank Bounds will be stepping down as the NU President in Fall and Dr. Susan Fritz has been newly appointed by the Board of Regents as interim President. I had an opportunity to meet with and talk to Interim President Fritz at the June 28<sup>th</sup> Board of Regents meeting in Lincoln. She made it clear that she “will not be a placeholder” in her role as Interim President. She highlighted several key issues that she intends to focus on, including renewed focus on enrollment as part of a “finish in four” campaign and further effort towards better positioning the NU system to recruit top performing students in state secondary school districts.

In my new role as Faculty Senate President, I have been listening to as many UNO Faculty as I can. Many of you have reached out to me directly to express concern about the search for our next NU system-wide president. In particular, I have heard many concerns about the search process itself. The most salient issues include a lack of clarity in what the process is, how faculty are being engaged and participating in the search process, and how we can ensure that faculty voices are heard, considered, and valued throughout the process. I’d like to share what I know in this regard.

As some of you may have heard, the Board of Regents has established a Presidential Search Advisory Committee composed of faculty, staff, administrators, and community/industry partners from around NU system. News of the announcement can be found at: <https://nebraska.edu/news-and-events/news/2019/board-of-regents-to-establish-presidential-search-advisory-committee>.

The regents requested nominations from throughout the system and received approximately 200 nominations. From those, they selected 23 names. From UNO, Chancellor Gold, Associate Dean of CPACs Theresa Barron-McKeagney, and Student Regent Aya Yousuf were selected to be on the committee. Unfortunately, no UNO Faculty nominated by UNO-Faculty Senate were selected to be on the committee. I continue to advocate for the presence of representative faculty voices on the committee as part of NU’s commitment to shared governance and I am in communication with the Board of Regents in this regard.

Overall, the process to select the new system president will proceed, according to the regents, as follows. First, they have hired a presidential search firm to identify and recruit candidate applications from around the country. As input into this process, the Board of Regents created a set of “leadership pillars” to guide candidate selection. Next, the Regents intend to conduct a series of “listening sessions” open to students, faculty, and staff, at each of the four NU campuses. UNO Faculty Senate is working with the regents to identify dates and times that would work best to engage UNO Faculty and staff. I would like to invite all of you to participate in the process and represent our campus by sharing your perspectives. UNO

Faculty Senate will send out more information once dates and times are selected, but expect a listening session to be near the first or second week of the fall academic calendar.

Once the listening sessions are completed, the Presidential Search Advisory Committee will pour over candidate materials and make their recommendations, in private, to the Board of Regents. The process is closed, according to the Regents, to protect the privacy and confidentiality of candidates. They believe a closed process will generate more, and stronger, candidates for the position. Once the advisory committee makes their recommendation, the board will advance a single name forward. There will then be a 30-day vetting process of public forums around the four NU campuses before the candidate is voted on by the Board.

The UNO Faculty Senate will continue to advocate for faculty throughout this process and we invite you to take part in the conversation during the listening sessions and public forums. If you have specific feedback or thoughts and cannot make one of these events, the Regents have established an email and encourage the submission of comments at [presidentsearch@nebraska.edu](mailto:presidentsearch@nebraska.edu).

### **Faculty Senate Areas of Focus**

Finally, I want to highlight several initiatives that Faculty Senate is working on.

First, we have heard many concerns about web hosting for faculty and department web pages. We have worked with Jaci Lindberg (Director of Digital Learning), BJ Reed (outgoing Senior Vice Chancellor for Academic Affairs), Jason Buzzell (Director Digital Communications), and Bret Blackman (Vice President for IT and CIO) to identify a solution that proposes to bring-back faculty and departmental web pages through a managed hosting provider called Reclaim (see: <https://reclaimhosting.com/>). Roll-out of the new program is in process and we expect to announce dates for a pilot as soon as next month. We in Faculty Senate will continue to monitor the roll-out and ensure it is meeting faculty needs.

Second, we have revised the Faculty Senate Bylaws to improve our operational efficiency. The 2019-2020 FS will operate under the new bylaws, which are published on our website at: <https://www.unomaha.edu/faculty-senate/about/bylaws.php> The new bylaws aim to overhaul shared governance on campus by making it more responsive to the faculty and to ensure that large decision making processes on campus include and incorporate faculty input. Currently, not all committees on campus report to faculty senate. You are all likely aware of the “yellow sheet” we send out to all faculty each year asking faculty to volunteer for campus committees. UNO Faculty senate matches faculty up with committees on campus. Many of those campus committees are not directly under faculty senates purview. Instead, they make decisions that ultimately may be ensconced in UNO Campus policy or implementation (e.g. selecting Canvas as a learning management software, dictating the parameters of travel policy, or implementing dual factor authentication for campus systems). Our new bylaws provide better processes for UNO Faculty Senate to act as a liaison to campus committees so that large decisions affecting the entire campus are not made without our consultation.

Third, I have received some initial feedback about the AEPHIS pilot program. Some faculty are concerned that a potential move to a system other than Digital Measures might put undue burden on untenured faculty, as they may be asked to re-enter RPT information or that their RPT workflows might be disrupted. Faculty Senate will continue to work with Dr. Candice Batton (Assistant Vice Chancellor for Academic Affairs) to ensure faculty feedback about

the pilot is being heard. I would invite all of you to share your thoughts with me and/or Candice.

Finally, Faculty Senate will be conducting several targeted discussions at our fall retreat. Speakers include Chancellor Gold, newly appointed Senior Vice Chancellor Sacha Kopp, and Vice President for IT and CIO Bret Blackman. These discussions offer UNO faculty and Faculty Senate an opportunity to learn about, and question, upcoming strategic initiatives and directions. I would like to invite faculty to be a part of these discussions. Our retreat will take place on August 21<sup>st</sup> from 8:30 to 4:30. We will release an agenda with discussion times closer to that date on our website and by email.

Since this is my first report/newsletter of this kind, I would just like to say that it is an honor to represent you and I am committed to making sure that faculty voices are heard. If you have any issue that you want Faculty Senate to be aware of or to investigate further, please do not hesitate to contact me personally at [mlhale@unomaha.edu](mailto:mlhale@unomaha.edu). I look forward to a great year!

Best Wishes,  
Matt Hale, UNO Faculty Senate President 2019-2020

**II. Presentation and Approval of Minutes:** June 5, 2019 (agenda attachment –pgs. 12-21)

**III. Officers’ Reports**

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

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

1. **EO&A:** Wednesday, June 19, 2019 – This meeting was not held.

**2019-2020 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
<b>TO BE FOLLOWED UP</b>						
<b>CARRIED FORWARD</b>						

2. **Treasurer’s Report:** Senator Davidson (June 2019) (agenda attachment – pg.22)

**IV. Standing Committee Reports**

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

**PENDING:**

**1. 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.*)

We are still awaiting data and or policy information from Dr. Regina Toman related to grade changes. We have reached out to Dr. Phil Covington on the administrative implementation of the policy.

## **2. Student Evaluation Responses**

Since student evaluation of instruction moved from paper forms done in class to on-line, the response rate has been so low the data may not be a valid indication of what the form purports to determine. In some cases, the response rate itself has been improperly used in faculty evaluation; especially small sections may use no evaluation. The form itself may be part of the problem, relating to those who submit it as customers rather than learners.

Senator Huq would like to see Evaluation response increased. Hank Robinson will speak to the Professional Development Committee and there will be more to report then. Some questions are: What are the evaluations being used for? Is it cost effective? What information do students have about the evaluations? (On 10/10/18: *The task of consideration of the current student evaluation was accepted by the A&CA Committee.*)

We had some discussion of this issue as well as the data we are waiting on with respect to how students view the timeliness of feedback. The committee was provided with the relevant section from the Board of Regents Bylaws (5.1.2):

Students can contribute significantly to the evaluation of instruction. The faculty has the obligation to solicit students' evaluation of their educational efforts and to make changes in accordance with their best judgment. To assist the faculty in the task of providing the best possible education, students should express their reactions and opinions about the character and relevancy of the instruction to the department or college involved. Each college or school should establish a standing procedure through which student evaluations can be expressed.

We discussed the efforts led by Steve Bullock that led to the revamp of the SET form, number of years ago. The committee shared their own experiences from their colleges where it appears that they have some latitude with respect to defining the form of the evaluation process but there was also an acknowledgment that this was a herculean task and that might explain why there has been little activity yet with respect to making changes.

The committee also discussed that it does at times feel as if the response rates are used as one of the dimensions of faculty evaluation. Anecdotes were shared about individual experiences and frustration.

## **3. Proposals that come before us seeking an endorsement:**

12/12/18: The committee had some discussion about our specific role with respect to the proposals that come before us seeking an endorsement from our committee and the Faculty Senate. Clearly these proposals already have the support of the faculty behind the proposals and the campus leaders in their chain-of-command. By the time they have reached the committee they have been scrutinized by multiple levels of approval. Some wondered the consequence of voting against or delaying the approval until issues raised by the committee have been addressed. Some members of the committee observed that we need to presume that our colleagues and their leadership have made the best set of choices with respect to the proposals and thus our advisory role is to provide constructive

feedback and/or highlight issues we believe may be raised by other stakeholders and suggest these be considered before the proposal moves through the approval process.. At least one member of the committee wondered if that were the case is there any substantive value to this process. This is important because our purpose determines our effort. If we are to scrutinize these with a neutral position and make an independent/ separate determination of their worth we would invest significantly more time than if our role is advisory only.

**4. A policy to clearly establish the rights of students to seek accommodation around class activities (assignments, attendance and examinations) that are scheduled and conflict with important religious observations:**

We had some discussion of the need for a policy to clearly establish the rights of students to seek accommodation around class activities (assignments, attendance and examinations) that are scheduled and conflict with important religious observations. There is still some uncertainty with regards to the need for this, but the committee agreed that Burch Kealey will continue to review policies used by other universities and take up the discussion again at our January meeting. (2/27/19) There was not been any action on this item.

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

**PENDING:**

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

**PENDING:**

**1. 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.)

**2. Accessibility to Classroom IT Equipment**

(3/7/18): EC&C sent this item was to the ER&S Committee.

(8/15/18: ER&S moved to have this item sent to FP&W as this seems to be ergonomics.)

(11/7/18: EC&C more fully defined this item to how to direct our future efforts in trying to understand the design process for all Colleges and how faculty can be involved in this process. Are ADA directives followed, etc.?)

(4/3/19: EC&C agreed this was not a personal issue, but a Resource Issue, such as computer control/access areas in some classrooms are too low for all to access.)

(4/3/19: EC&C said this was more a resource issue, not a personal issue.)

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

**PENDING:**

**1. Solar Panels at UNO**

Bringing solar energy infrastructure (particularly solar panels and EV charging stations) to the UNO campus and potential funding sources and partnerships.

(10/3/18: EC&C was told Senator Richard Stacy would take the point on this.)

(5/1/19 Dr. Chen and his students will be submitting their report at the end of May 2019. Senator Bereitschaft and Senator Stacy will be working on the grant proposal this summer.)

**E. Professional Development: Senator Cast-Brede**

**PENDING:**

**1. Creation of an Easily Found List of What Retiring Faculty Need to Know for Retirement**

(4/11/18: Sent to PD Committee.)

(11/14/18: Planned action steps: HR will look at the creation of a list for those planning retirement.)

(5/1/19: This was put on the next EC&A agenda)

**F. Committee on Committees: Senator Qureshi**

**1. RESOLUTION: UCRCA (University Committee on Research & Creative Activity)**

BE IT RESOLVED that the following name go forward as a three-year appointment, from 08/1/19 through 07/31/22, to replace a member who is completing his term as an At-large member on the UCRCA (University Committee on Research & Creative Activity):

Shannon Cummins, (to replace Dustin Slivka).

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**2. Complete RESOLUTION: Professional Conduct Committee (for 9/11/19 mtg.)**

AND, BE IT ALSO RESOLVED, one representative will be elected by ballot vote from the following two nominees to serve a three-year term as Alternate on the Professional Conduct Committee from September 16, 2019, through September 15, 2022, to replace Juan Casas, who has been chosen as Associate Dean for Graduate Studies:

Jay Irwin ;  
Nancy Kelly.

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**3. Complete RESOLUTION: Academic Freedom & Tenure Committee (for 9/11/19 mtg.)**

And a one tenured faculty member from the following two tenured faculty members will be elected as a one-year replacement for Laura Grams who will be on Sabbatical for the Academic year 2019-2020:

\_\_\_\_\_  
Lisa Scherer  
\_\_\_\_\_  
TBA  
\_\_\_\_\_.

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**PENDING:**

**1. Involvement in Policies (such as IT)**

The Senate recommended that it have some involvement in policy making, as in IT Policies. They would like to investigate, engage with people who make policies, like IT, and get that information back to the Senate as quickly as possible. The policies should be technology neutral. On 2/13/19 the Senate passed this to the Rules Committee.)

**2. RESOLUTION: Election of a Second Standing Committee Chair as Executive Officer/Appointment of the Chair of the Cabinet**

As not all standing committee chairs were elected for the year, the following resolution is held until the August Retreat.

**BE IT RESOLVED**, that according to the Article V.A.2 of its Bylaws the Faculty Senate elects Senator \_\_\_\_\_ as the Second Committee Chair and 2019-2020 Executive Officer.

**3. BE IT RESOLVED** that the following name go forward to serve a one-year term, 08/01/19 through 07/31/20, on the Tuition Remission Task Force:

\_\_\_\_\_ (to replace Sarah Osborn (A&S)).

**4. BE IT RESOLVED** that the following names go forward to serve a two-year term, 08/01/19 through 07/31/20, on the Academic Planning Council

\_\_\_\_\_  
Amy Anderson, Professor, School of Criminology & Criminal Justice

\_\_\_\_\_  
TBD  
\_\_\_\_\_

**V. Other Faculty Senate Committees**

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

**VI. Ad hoc Committees**

**A. Ad hoc UNO-UNMC Faculty-to-Faculty Communication and Collaboration Committee: Senator Kelly**

**VII. Non-Senate Committee Reports**

**VIII. Unfinished Business**

**PENDING**

- a. Election of the second chair of the standing committee chair postponed to re-treat meeting.

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

**X. New Business**

**A. NU Presidential Search**

- Letter to the Board of Regents (agenda attachment – pgs. 23-24)

**B. Support Services Update to Faculty Senate and SAC**

- Email from Doug Ewald (agenda attachment – pgs. 25-26)

**C. Campus Policy/Compliance Committee (Discussions with Brenda Kolobara about better participation)**

**D. IRB Committee approver role open, seeking UNO participation for better voice on what is otherwise dominated by MDs from UNMC**

- Identify Faculty Senate Member to serve on the IRB Committee.

**XI. Adjourn**

**XII. Announcements**

- A. **EO&A Mtg:** Wednesday, July 17, 2019, 2 p.m., EAB 200
- B. **EC Mtg:** Wednesday, August 7, 2019, 2 p.m., MBSC 222
- C. **Faculty Senate Retreat:** August 21, 2019 (All Senators/All Day; Alumni Center)
- D. **EC Mtg.:** Wednesday, September 4, 2019, 2 p.m., ASH 196
- E. **Faculty Senate Mtg:** September 11, 2019, 2 p.m., CEC 230/231

| <b>Schedule for 2019-2020</b>                                      |                                                                                                   |
|--------------------------------------------------------------------|---------------------------------------------------------------------------------------------------|
| <b>EC 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)                    |
| June 5                                                             | <del>June</del>                                                                                   |
| July 10                                                            | <del>July</del>                                                                                   |
| August 7                                                           | August 21, 2019 (Retreat) ( <i>3<sup>rd</sup> Wednesday</i> )<br>( <i>Classes begin 8/26/19</i> ) |
| September 4                                                        | September 11                                                                                      |
| October 2                                                          | October 9                                                                                         |
| November 6                                                         | November 13                                                                                       |
| December 4                                                         | December 11 ( <i>Prep Week</i> )<br>( <i>Commencement 12/20</i> )                                 |
| January 8, 2020 ( <i>Semester Begins 1/13/20</i> )                 | January 15                                                                                        |
| February 5                                                         | February 12                                                                                       |
| March 4                                                            | March 11 ( <i>Spring Break 3/22-29</i> )                                                          |
| April 1                                                            | April 8                                                                                           |
| May 6 ( <i>5/4 – 5/7 Finals</i> )<br>( <i>Commencement 5/8</i> )   | May 13 ( <i>change-over meeting</i> )                                                             |