
Wednesday, August 7, 2019, 2 p.m., MBSC 222

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

Presentation: Cathy Pettid, Assistant V/C for Student Success/Dean of Student

Re: Employee Health Care at Nebraska Medicine/UNO Health Services

Presentation: Dave Points, Emergency Preparedness Coordinator

Re: Incident Command System and how it comes into play during an emergency along with our support organizations.

Presentation: Charlotte Evans, Asst Vice Chancellor, Chief of Police

Re: Discussion of the presence of posters on campus and door access.

I. Official Call to Order: Vice President Surface

II. Presentation and Approval of Minutes: July 10, 2019 (agenda attachment – pgs. 1-9)

III. Officers' Reports

A. President's Report: Senator Hale

Dear Colleagues,

As the summer comes to an end, I want to provide you with some updates from Faculty Senate. Recognizing that progress is slower over summer, not too much has changed from last month, so this report is brief.

Campus Safety

In the wake of multiple mass shootings across the country and hateful posters showing up on our campus, we in Faculty Senate want to emphasize that we will do everything in our power to help create an open and safe campus for our students, staff, and faculty. Hate and racism have no place at UNO. Please be vigilant and speak out against inequity, discrimination, and marginalization wherever you find it, especially on campus. Faculty

Senate has fielded questions regarding building safety, lockdown procedures, and other safety topics. We will be active in facilitating communication around these issues between faculty and administration. To begin this effort, Charlotte Evans (Director of

Public Safety at UNO) has been invited to speak at our upcoming fall retreat. Please contact Charlotte directly, at cevans@unomaha.edu , if you know of public safety concerns on campus. If you have concerns or suggestions for senate to consider regarding campus safety, please do not hesitate to contact me at mlhale@unomaha.edu

Health care for graduate students

UNO Faculty Senate continues to work with Deb Smith-Howell (in her role as Dean of Graduate Studies), the NU Board of Regents, and the NU Office of the President to advocate for affordable health care for our graduate students and to emphasize the burden rising health insurance costs place on our faculty and students. I expect this to be an active area of conversation and work for Faculty Senate, once we reconvene fully in the fall.

Presidential Search Advisory Committee

I continue to advocate for the presence of representative faculty voices on the system-level Presidential Search Advisory Committee. Last month, I sent a letter to the Regents formally requesting that they add a representative faculty member from UNO to the committee. I await their action and have sent a follow-up letter.

Web hosting / Websites for faculty

Working 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) last spring, Faculty Senate identified a solution 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 was expected to occur over the summer, but has not happened yet. We are investigating the delay.

AEFIS pilot program

As I mentioned last month, I received some initial feedback regarding the AEFIS pilot program expressing concern about how a potential move to a system other than Digital Measures might put undue burden on untenured faculty to re-enter RPT information or might disrupt RPT workflows. Since then, I have spoken to Dr. Candice Batton (Assistant Vice Chancellor for Academic Affairs) about the concerns. She told me that AEFIS adoption is conditioned on faculty input. Specifically, she said “if it is not perceived as useful and intuitive or if it does not make faculty lives easier than they are now, then it is not a product that we want to adopt.” She reports that the piloting team will be testing the migration features to ensure moving data from Digital Measures to AEFIS works in a way that does not require faculty to re-create or re-key data that they have already entered. She notes that no one going through RPT this year will be required to use AEFIS.

If you have further concerns regarding AEFIS now, or as the pilot goes on, please contact me (mlhale@unomaha.edu) and/or Candice Batton (cbatton@unomaha.edu). If you want to participate, Candice says you can do so as much or as little as you wish, for example by trying out the annual review interface or the class/rubric tools in the canvas integration.

Fall retreat

Faculty Senate will be conducting several targeted discussions at our fall retreat. Speakers include Chancellor Gold, newly appointed Senior Vice Chancellor Sacha Kopp, Vice President for IT and CIO Bret Blackman, and Director of Public Safety Charlotte Evans. 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 st from 8:30 to 4:00. An agenda will be attached to this president’s report.

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 .

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

B. Secretary/Treasurer Report: Senator Davidson

- a. **EO&A:** The meeting was held on Wednesday, July 17, 2019 at 2 PM in EAB 200.

In attendance: Batton, Davidson, Ewald, Gold, Kelly, Kopp, Qureshi, Surface, Toman

1. Chancellor Gold/SVC Kopp & President Hale:
 1. Is there anything we want Gold to cover at Faculty Senate retreat?
 1. Topic Ideas: Policy of Freedom of Speech
2. Faculty Senate Issues/Update:
 1. Presidential Search Advisory Committee – Faculty member(s) would like to be represented in the committee in order to contribute faculty voice in the process. Currently no faculty representation from UNO.
 2. Long Term Solution to Graduate Health Insurance Premiums – We get bids based on premium rates. Because we have an opt-in policy it’s creating a high deductible. Another option is to redistribute the risk by mandating health insurance from all students. We have a year to come up with a solution. We might look into OneWorld Health, Whole Healthcare, or Charles Drew who offer buy-in plans. Current graduate health insurance: 5,500 students enrolled in student health insurance out of students 52,000 students system-wide.
 3. August 21, 2019 Faculty Senate Retreat – UNO Alumni Center
 4. Identified new space in the Alumni Center for Faculty Senate Coordinator and formal request has been submitted.
 5. Resolutions were acknowledged.
3. AFIS pilot (Batton):
 1. Core team meeting weekly over the summer. Faculty from all colleges and other units participating in the pilot (approx. 70 members).

**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
4381	7/10/2019	Committee on Committees Replacements	7/17/2019			Acknowledged
TO BE FOLLOWED UP						
CARRIED FORWARD						

b. **Treasurer's Report:** Senator Davidson (July 2019) (agenda attachment – pg.10)

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. 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:

_____ 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:** Ebdon, Eesley, and Hall

## VII. 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

## IX. For the Good of the Order

## X. New Business

- A. **Staff Parking on Dodge and Scott Campus**

- B. **Student First Amendment Rights in the Classroom**

- C. **Pilot Program for Faculty Status**

## D. NU Presidential Search

- a. Letter to the Board of Regents (agenda attachment - pgs. 11-12)

## E. Preliminary Retreat Planning (August 21, 2019)

- **Goals for 2019-2020**
- **Speakers**
  1. **Bret Blackman**, Vice President, Info Tech
    - a. Topic: He would like to discuss DUO multi factor authentication and academic technology updates.
  2. **Jeffrey Gold**, Chancellor
    - a. Topic:
  3. **Charlotte Evans**, Asst Vice Chancellor, Chief of Police
    - a. Topic: She would like to discuss door access.
  4. **Sacha Kopp**, Sr Vice Chancellor
    - a. Topic:
- **Timeline/Schedule** (agenda attachment - pgs. 13-14)
- **Etc.**

## XI. Adjourn

## XII. Announcements

**A. Faculty Senate Retreat:** August 21, 2019 (All Senators/All Day; Alumni Center)

**B. EC Mtg.:** Wednesday, September 4, 2019, 2 p.m., ASH 196

**C. Faculty Senate Mtg:** September 11, 2019, 2 p.m., CEC 230/231

**D. EO&A Mtg:** September 18, 2019, 2 p.m., EAB 200

| <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) (3 <sup>rd</sup> Wednesday)<br>(Classes begin 8/26/19) |
| September 4                                                        | September 11                                                                     |
| October 2                                                          | October 9                                                                        |
| November 6                                                         | November 13                                                                      |
| December 4                                                         | December 11 (Prep Week)<br>(Commencement 12/20)                                  |

|                                                                  |                                          |
|------------------------------------------------------------------|------------------------------------------|
| 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> )    |