



UNO Faculty Senate Meeting Minutes

Date/Time: Thursday, November 21, 2019 3:30pm

Location: University Center Innsbruck Room (UC 211 A and B)

1. Roll Call (Connie Phelps)

Senate Roster

	#		Representation	First	Last	Term	Board
X	1	1	Administration	Mahyar	Amouzegar	(19-20)	
X	2	1	Staff Council	Kristy	Askam	(19-20)	
X	3	1	SG President	Christine	Bourgeois	(19-20)	
X	4	1	Alumni Assoc	Dinah	Payne	(19-20)	
X	5	1	Adjunct	David	Lambour	(19-20)	
X	6	1	COBA	Christy	Corey	(19-22)	Admin - chair
X	7	2	COBA	James	Logan	(18-21)	Budget - chair
X	8	3	COBA	Dinah	Payne (SVP, SE)	(19-22)	Administrative
X	9	4	COBA	Gina	Rosa	(19-22)	Budget
Ex	10	5	COBA	Duygu	Zirek	(18-21)	Academic
A	11	1	COE	Donald	Barbe	(17-20)	Administrative
X	12	2	COE	Dimitrios	Charalampidis (SE)	(17-20)	Academic
A	13	3	COE	Guillermo	Rincon	(18-21)	Administrative
X	14	4	COE	Ting	Wang	(18-21)	Budget
X	15	1	COLAEHD	Brian	Beabout (SS, SE)	(18-21)	Budget
Ex	16	2	COLAEHD	David	Beriss	(18-21)	Administrative
X	17	3	COLAEHD	Elaine	Brooks	(19-22)	Admin
X	18	4	COLAEHD	Diane	Baas	(19-22)	Admin
X	19	5	COLAEHD	Chris	Day	(17-20)	Academic - chair



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X	20	6	COLAEHD	Robert	Dupont	(19-22)	Budget
Ex	21	7	COLAEHD	Ivan	Gill	(17-20)	Administrative
Ex	22	8	COLAEHD	Juana	Ibanez	(18-21)	Administrative
X	23	9	COLAEHD	John	Kiefer (SE)	(17-20)	Academic
Ex	24	10	COLAEHD	James	Marchant	(18-21)	Budget
A	25	11	COLAEHD	James	Mokhiber	(17-20)	Academic
X	26	12	COLAEHD	Steven	Mumford	(19-22)	Admin
A	27	13	COLAEHD	Robert	Stufflebeam	(17-20)	Academic
X	28	14	COLAEHD	Zarus	Watson	(17-20)	Budget
X	29	1	COS	Nicola	Anthony (SP,SE)	(18-21)	Administrative
Ex	30	2	COS	Adlai	Depano	(18-21)	Budget
X	31	3	COS	Kraig	Derstler	(19-22)	Academic
NA	32	4	COS	vacant	vacant	(17-20)	Academic
X	33	5	COS	Steve	Rick	(17-20)	Academic
Ex	34	6	COS	Wendy	Schluchter	(17-20)	Administrative
A	35	7	COS	Greg	Seab	(17-20)	Administrative
A	36	8	COS	Joel Andrew	Webb	(17-20)	Academic
A	37	9	COS	Ralph	Saxton	(19-22)	Academic
X	38	1	Library	Connie	Phelps (SE)	(18-21)	Administrative
X	39	2	Library	Lindsey	Reno	(19-22)	Budget

X : Present

Ex : Excused

L : Late



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2. Approval of the minutes from 10/30/19 meeting (C. Phelps)
 - *Dinah Payne moved to accept the minutes. David Lambour seconded the motion. The senate unanimously approved the minutes.*
3. Update from Faculty Senate President (N. Anthony)
 - *The Senate President expressed thanks to the work of the senate administrative board committee.*
 - *Student evaluation of classes ends on November 25. Faculty should encourage students to complete their class evaluations.*
4. News from the UNO Office of the President (M. Amouzegar)
 - *Provost Amouzegar presented remarks in the absence of Dr. Nicklow.*
 - *President Nicklow is on a fundraising trip. We are in the quiet phase of our \$50M capital campaign and Nicklow is out generating support for this effort.*
 - *Spring enrollments are happening now and showing some growth. We started enrollment early, so this might be why we are seeing improvement in this area. Remind student to register now and pay later.*
 - *The UL System board approved the textbook fee. This will start in the spring. Students can opt in and out as often as they want. UNO does not have an "opt out" culture, so most students will stay in.*
5. Updates from the Administrative Board (Christy Corey)
 - a) Report on refinements to RTP document
Submitted by the Faculty Senate Academic Board to the UNO Faculty Senate in advance of 11/21/2019 meeting.
 - a. Report on refinements to RTP document (submitted to the faculty prior to this meeting:
 1. *Revision of Appendix A – deleted Personal Attributes section. Labeled it "Sample Form".*
 2. *Added more specific guidelines for the External Reviewer process including adding Appendix B.*
 3. *Added Full Professors to tenure-track list: "This document applies to tenure-track faculty (Full, Associate or Assistant) and Associate Professors seeking the rank of Full professor."*
 4. *Changed Review process to "Reappointment" Process.*

Questions from the faculty senate members:

 - *T. Wang asked if these revisions were completed and if this were a fixed document for the next several years.*
 - *C. Corey responded that the basic process is set, but as with all documents, there will be changes and revisions.*
 - *T. Wang expressed concern regarding the wording on the number of members on the RTP committee. He advocated that the wording to be changed to "at least" a specified number to avoid even number committees with potentially needing another person in cases of a tie.*
 - *Responses from Corey, Anthony and Amouzegar*
 - *Anthony: Adding "at least" may lead to one department being overrepresented.*
 - *Wang: The Dean is not an appropriate person to break the tie of the committee.*
 - *Amouzegar: There does not need to be a tiebreaker. The committee vote is a recommendation not a decision. The decision is the responsibility of the Dean and ultimately the responsibility of the President.*



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- Wang would like a formal response on this question that he can present to his College.
- C. Day questioned the word change from review to reappointment. If these terms are synonyms, then why the change? If it is a substantive change, does this mean that the new faculty need to be on top of his/her game right out of the box?
- Amouzegar responded that this word clarifies that the new faculty have yearly appointments, and this makes it more explicit. By no means does this imply that they will be terminated after one year. Their continuing employment depends on meeting the expectations of their department. This term signals to junior faculty not to assume that they have six years.
- N. Anthony pointed out that someone at the Chair Summit recommended the word review be changed to reappointment.
- Junior Faculty Member on senate stated that his offer letter had three years.
- Amouzegar replied that the offer letter is an HR issue. It is not a contract in that if we fire you tomorrow, you will not be owed two more years of salary.
- Tina Johnson stated that faculty are evaluated every year, and this is a review. Whatever the cycle in your contract is your reappointment. You are reviewed for promotion and for tenure.
- S. Mumford asked if the new faculty would be under the policy they hired in under or will they be switched to the new policy?
- Amouzegar responded this policy allows for a more transparent process, the standards have not changed.
- C. Day noted there are changes in the process and Amouzegar replied that there are no changes in the standards.
- N. Anthony noted as a better explanation that this document applies to those going up for promotion and for faculty up through tenure.
- *b. Motion to approve delay of RTP implementation*
- C. Day said that junior faculty should have nothing to worry about, but the devil is in the details and problems very often come out in the implementation. College and Departmental changes are waiting for the University version. C. Day is in favor of delaying this new version.
- Amouzegar told the senate that his first experience at UNO was with three faculty members who had good reviews but denied tenure. They only had reviews at year three and year six. He abhors this idea and hence the need to improve the process to make it more transparent. He wants to make sure that we protect junior faculty.
- C. Corey moved that the senate recommend delaying the document's implementation until August 2020. We should spend spring 2020 doing wording cleanup.
- R. Dupont thought that the issues could be resolved without delaying implementation. Can still move forward with candidates' year two reviews. We should still do these yearly reviews.
- D. Payne expressed concern that this option was not under the purview of the faculty senate and would set a negative future precedent if the senate makes a motion on this. She stated that this decision is for the Deans and the Provost to make and not a faculty concern.
- R. Dupont said that we could tweak it over the next few months. We need to know the real issues with this. He thought that this would not be the last time that the senate discusses RTP.
- Amouzegar said that it is easy to do it even if the document implementation is officially delayed. By implementing the document, we can find and fix errors.
- C. Day would like to delay appointing someone from outside her department to review her faculty since her department does not have sufficient faculty needed to create a departmental committee. She would like to avoid the pressure of fully implementing this document.



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- *T. Wang asked if not following the timeline in the document would cause his College to not be in compliance.*
- *C. Corey answered that each department can set its own timeline but must be in alignment with this document. It is okay to go earlier, but she would not advised going later. Earlier is in compliance.*

The faculty senate voted on the motion to delay the implementation of the RTP documents.

The motion passed.

- *Yes to delay = 13 votes*
- *Opposed = 4 votes*
- *Abstentions = 0*

This document is to protect against someone working for 6 years with no useful feedback and the college suddenly saying this person should not be granted tenure or promoted.

6. Updates from the Academic Board (Chris Day)
 - *The board is reviewing the number of contact minutes needed for online classes. There is a policy on distance learning, but it is out of date.*
 - *The board is working with Beth Blankenship and the Center for Teaching Innovation on this topic. Blankenship will have up-to-date models in early January.*
 - *Day requested that the faculty senate members send her comments and suggestions.*
7. Updates from the Budget Board (Jim Logan)
 - *Jim Logan was not in attendance, but he is convening the Budget Board this coming Monday.*
8. Updates from campus bookstore
 - *With the new book fee students will now know book costs each semester and will not have to make choices on whether to eat or buy books.*
 - *Students show up on campus and Follet will provide books and required class materials to them from day one.*
 - *There are no changes to faculty. Books are available in print and available to rent. This program will even provide art kits and the \$19.99 calculators that some math classes require.*
 - *Pricing based on the last 12 months of UNO faculty book adoptions. Texts could be digital, rental format, or own it.*
 - *Students will be notified how to pick up books and supplies.*
 - *Students should not be failing due to a lack of access to course materials.*
 - *12-15 hours equates to \$300-\$375 per semester. Students should be looking at this cost as a whole semester not by individual classes.*
 - *Benefit to students:*
 - *Always on their account – nothing out of pocket. They do not have to wait for their financial aid to clear to get their course materials.*
 - *The bookstore is ordering quantities based on 100% enrollment. No shortages.*
 - *The bookstore surveyed student response to this program this semester. Seventeen courses used the new model. Only one student opted out.*



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- *The new landing page for this program will be live after Thanksgiving break. The page will show:*
 - *the fees*
 - *how to access the material through Moodle*
 - *how to get a print book*
 - *apprise students about opting in and out*

- *The bookstore will send multiple emails about the program to students and will share this information with faculty.*
- *C. Corey asked where the books will be in Moodle.*
- *B. Blankenship said there will be a course labeled Follet. The professor will click the link and adopt the book. If they need to pick up a physical book, there will be a message that tells them where to go to get the book.*
- *C. Corey asked what happens to when the students opt out?*
 - *Follet representative:*
 - *All students will have access initially.*
 - *They will show their ID to get a physical book. Will be notified to return the book if they opt out.*
 - *Digital books – the link for the opt out students will deactivate access.*
 - *Courseware – links will be deactivated 3 weeks after the beginning of class.*

- *Pearson has one code with 100 activations*
- *McGraw/Cengage won't have an activation code*
- *Students have 1 ½ weeks after the beginning of the semester to opt out.*
- *Students are not able to print 100% of the book.*
- *The fee will be reversed at the end of the "opt out" period for those students who opt out.*
- *T. Wang asked about his practice of assigning a book for two semesters to lower costs. The Follet representative responded that there is no allowance for this with the book fee. She reiterated that students must look at this by the semester, not by the class.*
- *If more faculty go with OER textbooks the fee to students could go down.*
- *R. Vassil indicated that this new program looked like an HMO and asked about the bookstore's business model and markup. The Follet representative refuted this because students have choices.*
- *The Follet representative listed the following statistics:*
 - *Digital textbook use is 10% nationally, but 25% regionally.*
 - *40% of UNO's textbook use is rental*
 - *Follet can change the program as needed to fit the needs of UNO.*
- *Vassil Roussev expressed concern that this was a systemic problem in that whole courses (especially graduate courses) do not require textbooks and a student may end up with two classes with textbooks and two without. There is a problem in subsidizing other courses. Students should never have to pay for a class that never has had a textbook.*
- *The Follet representative responded that students will have to figure out what is best for them.*



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9. Old Business (none)
10. New Business
 - *C. Phelps: look for email from University Senate – will send out 2 Qualtrics questionnaires:*
 - *1 - Ranking on At large Hearings Committee folk*
 - *2- Minutes of the Faculty Council from December 2014.*
 - *We need a quorum on the online vote for it to count, so please vote.*

 - *Proposed Faculty Senate Meeting Dates for Spring 2020 (3:30-5:00 PM):*
 - *Tuesday, 1/21*
 - *Wednesday, 2/19*
 - *Thursday, 3/26*
 - *Monday, 4/20*
11. Adjournment 4:58 pm