

UNO Faculty Senate Minutes, 4-14-21 Meeting

Senate Roll Call Conducted using Zoom record of attendance

Senate Roster							
#		Representation	First	Last	Term	Board	
P	1	1	Administration	Mahyar	Amouzegar	(20-21)	
P	2	1	Staff Council	Kristy	Askam	(20-21)	
A	3	1	SG President	Julianne	Romero	(20-21)	
p	4	1	Alumni Assoc	Dinah	Payne	(20-21)	
p	5	1	Adjunct	David	Lambour	(20-21)	
P	6	1	COBA	Christy	Corey	(19-22)	Admin - chair
P	7	2	COBA	James	Logan	(18-21)	Budget
P	8	3	COBA	Dinah	Payne (SE)	(19-22)	Administrative
A	9	4	COBA	Gina	Rosa	(19-22)	Budget
P	10	5	COBA	Kabir	Hassan	(20-23)	Academic
P	11	1	COE	Martin	Guillot	(20-23)	Administrative
P	12	2	COE	Dimitrios	Charalampidis (SE)	(20-23)	Academic
A	13	3	COE	Guillermo	Rincon	(18-21)	Administrative
P	14	4	COE	Ting	Wang	(18-21)	Budget
A	15	1	COLAEHD	Brian	Beabout	(18-21)	Budget
P	16	2	COLAEHD	David	Beriss (SE)	(18-21)	Administrative
P	17	3	COLAEHD	Elaine	Brooks	(19-22)	Admin
P	18	4	COLAEHD	Diane	Baas	(19-22)	Admin
A	19	5	COLAEHD	Chris	Day	(20-23)	Academic - chair
P	20	6	COLAEHD	Robert	Dupont	(19-22)	Budget
P	21	7	COLAEHD	Chris	Surprenant	(20-23)	Administrative
P	22	8	COLAEHD	Juana	Ibanez	(18-21)	Administrative
P	23	9	COLAEHD	John	Kiefer	(20-23)	Academic
P	24	10	COLAEHD	James	Marchant	(18-21)	Budget - chair
P	25	11	COLAEHD	Chris	Broadhurst	(20-23)	Academic
P	26	12	COLAEHD	Steven	Mumford	(19-22)	Admin
P	27	13	COLAEHD	James	Roe (SE)	(20-23)	Academic
P	28	14	COLAEHD	Ryan	Gray	(20-23)	Budget
P	29	1	COS	Nicola	Anthony (SE)	(18-21)	Administrative
A	30	2	COS	Adlai	Depano	(18-21)	Budget
A	31	3	COS	Kraig	Derstler	(19-22)	Academic
P	32	4	COS	Sarah	Black	(20-23)	Academic
A	33	5	COS	Steve	Rick	(20-23)	Academic
P	34	6	COS	Simon	Lailvaux	(20-23)	Administrative
A	35	7	COS	Leszek	Malkinski	(20-23)	Administrative
P	36	8	COS	Rachel	Clostio	(20-23)	Academic
A	37	9	COS	Ralph	Saxton	(19-22)	Academic
P	38	1	Library	Connie	Phelps (SE)	(18-21)	Administrative
P	39	2	Library	Lindsey	Reno	(19-22)	Budget

P : Present

A : Absent

E : Excused

- Minutes from last meeting: Chris Broadhurst moves to approve, Connie Phelps seconds, unanimous consent.
- Nicola Anthony updates briefly on hiring survey and meeting with Gloria Walker coming up.
- Diversity and inclusion board met and said full findings from their report will be released soon.
- Amy King will come to talk to Faculty Senate at next meeting, but mandatory training on Title IX is expected.
- Provost will provide updates in lieu of President Nicklow, who is unable to attend:
 - May 19/20 6 different commencement ceremonies. Times and days will be providing as soon as RSVPs are in, deans and provost will reach out to faculty (limited due to social distancing).
 - Vaccination on campus numbers looking good. 58% of faculty are fully vaccinated. Very few said they would not be vaccinated. Same with staff and students, although survey response was low.
 - Governor's budget includes faculty pay raise, legislature will now meet and mess with that. UNO will also do staff pay raise, if there is a pay raise.
 - Enrollment: looking good for fall in admissions and enrollments.
 - Title IX: quite a lot is happening at state level, UNO is trying to get ahead of the curve. Possibility of personal liability for lack of reporting in future. (David Beriss asks if we have been compliant, MA says our compliance has been quite high.)
 - MA: we are trying to make sure that people comply with vaccination, rather than forcing them.
- Chris Broadhurst reporting for Chris Day and Academic Board survey
 - 180 faculty (63%) responded, which suggests how important issues are to faculty.
 - Every major academic unit was in the report.
 - Report is based on this data.
 - Nearly every unit is hemorrhaging faculty. Recent hiring does not offset this.
 - Lacking faculty in key fields, currently not meeting student demands or needs.
 - recs:
 - faculty hiring needs to be a higher priority.
 - sense that administrative hiring is outpacing faculty hiring, need for rebalance.
 - we must keep funding adjunct instructors.
 - But we need TT faculty for mentors, planning , etc.
 - Need for work on faculty retention.
 - Interdisciplinary programs are (justice, IS) are harmed by lack of faculty.
 - This survey should not be ignored. The issues are pressing and important to the university.
 - Robert Dupont: retention issues can be complex. Do we have quantitative data on why people leave? Retirements, resignations, etc.? CB we do not have data broken down as to why, but recognize that it is a multifaceted issue. However,

salary compression, workload, travel and staff support were invoked as reasons why people left.

- MA: we have aging pop of faculty, so retirement is top reason people leave. Last year we had a net positive in terms of hiring, but this year we had a net negative of 24 with no hiring. Right now he has a list of 55 lines requested by deans, although he thinks hiring all of those is unlikely. CB we noted in report that there have been positive trends, but mostly we have just stopped bleeding. Some departments are hurting more than others.
- Chris Surprenant: were losses permanent faculty? MA yes.
- Steve Mumford: strategies to hire more diverse faculty? CB: none in report, but encourages pursuing that.
- Christy Corey for Administrative Board
 - Continues to work on faculty charges issue. We still have work to do.
 - Not sure if it will be ready by end of semester.
- Q & A with Gloria Walker (these answers were fairly opaque, these notes do not reflect what was said)
 - need to route activity pay to dean, but now being fixed and will be rolled out.
 - question regarding travel and business managers.
 - inability for someone to track budgets (I think it is the business manager). this is under review. chair can delegate process to biz manager.
 - Can biz manager run reports? Apparently they can do this now for something, but not other things...
 - Walker's overall report is presented in fairly opaque business language and her answers will be provided to Senate in writing.
 - Randall ? is training coordinator and can answer questions.
 - Robert Dupont asks about governance committee. GW: it is made up of module managers. No business managers. RD: perhaps a few of the biz managers should be on committee.
 - What is a tenant? The term, as used by GW, is specific to software/finance world and she does not explain.
 - Note by DB: GW should consider her audience's lack of knowledge about her core terms, concepts, and methods before speaking in public.
- Bobby Dupont. Requests that Senate consider making a resolution requiring vaccinations for students coming to campus (allowing for exceptions for health, religion, etc.). HR should deal with faculty on this. We require this of students for other things, so why not this? John Kiefer endorses this idea, suggests we study this and look into best practices. BD has sent draft text to Senate exec and would like it to be voted on at the next meeting. DP thinks this would push people to getting vaccinated. Sarah Black: as a public institution we are not allowed to require this because the vaccinations are not FDA approved, just have emergency use authorizations, thus distinct from other vaccinations. BD: perhaps by fall it will be fully approved, but he will look into whether other institutions are doing this. SB: notes she supports this, but points out that this could be an issue. BD would like Exec to review this, then circulated to senate for May vote. Jim Logan: points out that there is a moral issue of requiring students, but not faculty. BD: would not object to adding faculty and staff. This could be a recommended policy statement from the senate.

- Dinah Payne moves to adjourn. Senate adjourns at 16:38.