

# UNO Faculty Senate Meeting Minutes

February 22, 2017, 3:00pm

President Cherie Trumbach welcomed the Senators and opened the meeting. Trumbach asked Secretary Jim Mokhiber to call the roll.

<b>Roster of Faculty Senate Members, 2016-1017</b>					
<b>Roll/Attendance February 22, 2017 Meeting</b>					
ATT#	#	Representation	First	Last	Term
Y	1	Administration	Mahyar	Amouzegar	(16-17)
	2	Staff Council Pres.	LeeAnne	Sipe	(16-17)
Y*	3	SG President	Antonio	Torres	(16-17)
	4	Alumni Assoc. Rep.		TBD	(16-17) Faculty Senate President appt.
	5	Adjunct Rep.		TBD	(16-17) Faculty Senate President appt.
y	6	Business	Dinah	Payne (SE)	(13-16)
y	7	Business	Joe	Beams	(16-19)
y	8	Business	Christy	Corey	(16-19)
y	9	Business	Cherie	Trumbach (Pres., SE)	(14-17)
	10	Business	James	Logan	(15-18)
y	11	Business	Tarun	Mukherjee	(15-18)
y	12	Education	Matt	Lyons (SE)	(14-17)
y	13	Education	Ivan	Gill	(14-17)
y	14	Education	Kenneth	Farizo	(16-19)
y	15	Engineering	Edit	Bourgeois (SE)	(14-17)
y	16	Engineering	Dimitrios	Charalampidis	(16-19)
y	17	Engineering	Ting	Wang	(15-18)
y	18	Engineering	Guillermo	Rincon	(16-18) replacing Christy Ikeda (16-18)
	19	Liberal Arts	Nancy	Easterlin (SE)	(14-17)
	20	Liberal Arts	D. Ryan	Gray	(16-19)
y	21	Liberal Arts	Chris	Day	(14-17)
y	22	Liberal Arts	David	Beriss	(14-17)
y	23	Liberal Arts	James	Mokhiber (Sec'y, SE)	(14-17)
y	24	Liberal Arts	Peter	Schock	(14-17)
	25	Liberal Arts	Elizabeth	Steeby	(16-17) replacing Steve Striffler (14-17), on leave
y	26	Liberal Arts	John	Kiefer	(15-17) replacing Pam Jenkins (15-17), retired
	27	Liberal Arts	Ed	Chervenak	(16-18) replacing Vern Baxter (15-18), retired
Y*	28	Liberal Arts	John	Hazlett	(16-18) replacing Beth Blankenship (15-18), now admin.
y	29	Liberal Arts	Robert	Dupont	(15-18)
y	30	Liberal Arts	Juliana	Starr	(15-18)
Y*	31	Liberal Arts	Cheryl	Hayes	F 2016 replacing Jeffrey Ehrenreich (15-18), on leave
y	32	Sciences	Nicola	Anthony (SE)	(15-18)
	33	Sciences	Melanie	Stiegler	(15-18)
y	34	Sciences	Kenneth	Holladay	(15-18)
y	35	Sciences	Wendy	Schluchter	(14-17)
y	36	Sciences	Greg	Seab	(14-17)
	37	Sciences	Elliott	Beaton	(14-17)
	38	Sciences	Joel Andrew	Webb	(14-17)
y	39	Sciences	Vassil	Roussev (VP, SE)	(15-18)
y	40	Library	Connie	Phelps (SE)	(15-18)
y	41	Library	Lindsey	Reno	(16-19)
			20 for quorum	*Arrived after roll called	SE= Senate Executive Board Member

Approval of the previous meeting's minutes

Trumbach then turned to consideration of the previous meeting's minutes. One change regarding a salary figure was noted. A motion to approve the minutes was heard and seconded. The minutes were approved.

Announcements: Athletics, Crawfish Mambo, Learning Resource Center

Dinah Payne and Matt Zingoni addressed the Senate regarding athletics on campus. Matt Zingoni, Faculty Athletic Representative and Chair of the Athletics Advisory Council, discussed his responsibilities with regard to this body. He noted that the body was primarily concerned with student athletes' academic experience in the classroom. Other campus individuals involved in this effort include Kirsten Elleby, the new assistant athletic director in charge of student enrichment and senior women's administrator. She sometimes travels with the teams, administers quizzes, ensures students are studying, and so on. She works with a small team of others in this regard. Zingoni noted that the faculty would soon be receiving an announcement regarding the progress of student athletes in their classes. This automated system should make it easier to signal areas of concern. Athletics are important to build the marketing presence of UNO, Zingoni observed. Student athletes are ambassadors beyond the campus, and there are 152 of them right now. They win us exposure and tell the city what UNO has to offer. Zingoni noted that on nola.com four articles had been published on UNO over the course of the last twelve hours, all discussing UNO's defeat of LSU in baseball yesterday. [Applause]

Dinah Payne then turned to the issue of campus engagement, and invited Derek Morel to address the Senate. Morel reviewed the busy schedule of upcoming athletic events. Morel also stressed the community service performed by student athletes, which amounted to 1500 hours of community service last semester alone. Morel emphasized the importance of athletes' academic achievement at UNO as well. He reiterated the term "ambassador" and athletes' responsibilities toward the university. Athletics takes very seriously Nicklow's vision and our mission to be a great university and grow our enrollment. This is one of the best years we've had in decades, he noted.

Payne noted the plan to move athletics from the East Campus to the HPC, and suggested that the proximity would raise the profile of athletics and integrate student-athletes into wider student and campus life. Faculty, she suggested, might volunteer to be mentors for a particular sport/athlete. To increase engagement amongst faculty, Payne noted a staff/faculty appreciation night had already been held this year. Automated progress reports are very easy for faculty to fill out, she noted. Zingoni noted that he is the primary liaison for faculty when there is any need to be in contact with students about academic matters.

*Crawfish Mambo*

Dinah Payne again announced the Crawfish Mambo, which last year generated about \$140,000 in scholarships, including a Board of Regents match. There are \$1,500 and 2500 sponsorships available. She has information about all of these options for any faculty who are interested.

*Learning Resource Center and Career Services*

Trumbach noted that the Senate Executive Board had a meeting with Margaret Williamson regarding the various workshops the LRC can put on, from social media to classroom-specific issues. Trumbach encouraged faculty to make contact with the LRC to take advantage of these opportunities. A flyer will be circulated regarding these offerings. Celyn Boykin from Career Services also spoke to the SEB, and raised the issue of the need to increase student participation in career fairs and similar events. Faculty can play a large role in this, particularly in encourage freshmen to participate. The SEB urged Career Services speak with internship coordinators in the various departments and programs.

#### Five Minutes with the Provost and Senior Vice President Mahyar Amouzegar

Noting that Nicklow is attending a meeting downtown, Trumbach welcomed Mahyar Amouzegar to the Senate. A Senator asked if there is any update regarding the Higher Education's fate in the state budget discussions. Tonight there will probably be some final horse trading, but so far so good, Amouzegar said. The President is deeply engaged, he reported.

Amouzegar then introduced Martin Smith, the Assistant Provost for Admissions and Enrollment Management. Amouzegar noted that the numbers have been increasing and enrollment has been looking up since his arrival. Smith thanked Amouzegar and noted that we are running about 23% ahead in applications, 26% in admits for the fall at the undergraduate level. A Senator asked how we are doing in terms of graduate admissions. Amouzegar noted that we are running behind normal in this regard, and some new strategies are under discussion. Nicklow and Amouzegar are going to a Board meeting to ask for a reduction in out of state and international fees that will total about 40% and will bring the cost down to about \$13,000 or so, or less than in-state tuition at the University of California system. We will be more competitive soon.

Trumbach noted that there has been some discussion about problems associated with scholarships and waivers. Smith noted some confusion in this regard to scholarships for graduate/undergraduate students. Amouzegar noted that we continue to want to bring PhD students that we can almost fully subsidize. Possibilities to assist graduate students still exist, Smith noted. A Senator noted that online students in the past had to limit themselves to six credits or less per term in order to get in-state tuition. Has that been waived? Amouzegar said he believed it had been waived, but he was unsure if this had been fully approved yet.

#### Budget and Fiscal Affairs

*[The following spreadsheet was projected at the Senate. The spreadsheet is also available for downloading from the Senate Moodle site.]*

Request from University Budget Review Committee		Budget Reporting				Prepared 12-15-20
DRAFT	DRAFT	DRAFT	DRAFT	DRAFT	3/22/17 18:50	Updated 2-3-
In order to adequately understand the impact of the budget reallocation model, the numbers from prior years and years going forward must be put in a consistent format.						
	Budgeted	Budgeted	Model Reallocation v1 (original method)	Model Reallocation v2 (revised method)	Model Reallocation v3 (revised method and FY15-16 budget)	
	AV15-16 incl. GA Support	AV16-17	AV16-17	AV16-17		
Tuition and other self-generated	69,746,142.00	69,746,142.00	69,746,142.00	69,746,142.00	69,746,142.00	
State Allocation	31,525,449.00	30,481,968.00	30,481,968.00	30,481,968.00	30,481,968.00	
Allocation to Colleges	7,000,856.00	6,247,956.00	5,380,120.00	5,472,058.00	5,942,598.00	#DIV/0!
Business	9,712,073.00	8,685,417.00	7,762,337.00	8,068,051.00	8,761,819.00	
Education	3,492,883.00	3,440,103.00	2,721,485.00	2,599,241.00	2,822,749.00	
Engineering	6,045,755.00	5,799,423.00	8,308,957.00	8,033,549.00	8,724,351.00	
Science	26,251,517.00	24,172,899.00	24,172,899.00	24,172,899.00	26,251,517.00	
Subtotal to Colleges (excl. fringe)						
Graduate Assistant Support	14,000.00	47,000.00	47,000.00	47,000.00	47,000.00	
Business	746,768.00	779,768.00	779,768.00	779,768.00	779,768.00	
COJA	94,500.00	127,500.00	127,500.00	127,500.00	127,500.00	
Education	1,149,400.00	1,149,400.00	1,149,400.00	1,149,400.00	1,149,400.00	
Engineering	307,125.00	125.00	125.00	125.00	125.00	
Science	66,594.00	66,594.00	66,594.00	66,594.00	66,594.00	
Business	110,105.00	110,105.00	110,105.00	110,105.00	110,105.00	
COJA	25,601.00	104,700.00	104,700.00	104,700.00	104,700.00	
Education	323,196.00	272,610.00	272,610.00	272,610.00	272,610.00	
Engineering	600,000.00	400,000.00	400,000.00	400,000.00	400,000.00	
Science	419,956.00	419,956.00	419,956.00	419,956.00	419,956.00	
Subtotal for Colleges (excl. fringe)	29,466,506.00	27,675,798.00	27,675,798.00	27,675,798.00	29,754,416.00	
Fringe	10,731,888.00	9,712,105.00	9,712,105.00	9,712,105.00	9,712,105.00	
Total Including Fringe	40,218,344.00	37,387,903.00	37,387,903.00	37,387,903.00	39,466,521.00	
Academic Affairs	5,617,235.00	5,471,987.00	5,230,258.00	5,230,258.00	5,594,720.00	
Support Units of AA*	129,973.00	-	241,729.00	241,729.00	262,515.00	
Strategic Mission Fund**	5,747,208.00	5,601,960.00	5,601,960.00	5,601,960.00	5,747,208.00	
IDS						

Bottom Line Summaries	FY16 (w/ GA, no Adj)	FY17 Initial (no SA)	FY17 Initial (w/ GA + Adj)	FY17 model (no SA, Adj)	FY17 model w/dmp + GA	diff from FY16 (w/SA)	% from FY16 w/SA	% from initial FY17
COJA	2,014,856.00	6,247,956.00	6,298,956.00	6,092,776.40	6,139,776.40	(875,079.60)	-12%	2%
COJA+ED	10,458,841.00	8,685,417.00	9,465,185.00	8,561,943.69	9,541,711.69	(1,117,123.31)	-11%	8%
Engineering	3,387,333.00	3,440,103.00	3,587,893.00	3,271,990.64	3,399,438.64	(187,902.36)	-5%	-1%
Science	7,195,155.00	5,799,423.00	6,948,823.00	6,746,218.27	7,395,648.27	200,499.27	3%	28%
	28,256,185.00	24,172,899.00		24,172,899.00	26,276,587.00			
FY17 model	***% from FY16							
w/dmp + GA + Adjunct								
COJA	6,206,370.40	-12%						
COJA+ED	9,465,185.69	-10%						
Engineering	3,425,031.64	-5%						
Science	7,500,348.27	4%						
	26,583,587.00							

\*\*\* FY16 numbers do not include money spent on adjuncts

Noting the absences of Jim Logan and Bobby Dupont, Trumbach walked the Senate through the new budget model. She observed that not everyone would like the way the formula works out, as some will benefit and some will not, but she stressed that there will be adjustments over the course of the upcoming year. The weighting factors, Strategic Mission Fund and other aspects can be altered. Dr. Nicklow made the final decisions regarding what would be counted and in what ways. Trumbach noted that she has long sought to determine what the “bottom line” impact will be. Such a figure would have to take into account all the shifts of monies from the various years, GA money, adjuncts, etc. She still has not gotten the adjunct money, broken down by college, put into the formula. Trumbach then sought to explain the budget figures and assumptions behind them. The figures we have used, she said, are from 2015-2016 and include GA money, but not adjuncts. For 2016-2017, vacant lines come into play, she noted, and that money was taken out of the budget with these figures representing what the colleges were told at the beginning of the year. Colleges were told to hold back 5% of this number in anticipation of cuts. We ran the model with a “damping factor” to adjust by 20% of the difference to give us time over the next five years or so to work out changes in the model. This figure is the result without the GAs and adjuncts added back in.

Trumbach stressed that what matters is the bottom line. How much does a college have to work with from their allocation, GA monies, and adjunct funding? At this point Trumbach noted that some of the figures that were displayed for the Senators did not make sense because they did not include 2015-2016 adjunct numbers. The 60/40 division of vacant line monies from 2015-2016 make these figures confusing as well. The percent change for each College however is indicated by the projected chart. The Colleges besides Engineering have a great deal of money in the 40% pot and that money largely fills in the reduction this year. As a result, we do not see a large reduction for anyone but Engineering. This is what the Deans have been working with, filling the gaps with the 40% and the Strategic Mission money. Sciences already has four positions they are seeking to fill for next year.

A Senator asked if the 60/40 split would continue, and Amouzegar noted that this was still “under review.” A Senator asked where IDS fits within this model? Trumbach noted that advising and support for IDS comes from faculty in the Colleges, and so it stayed within the Academic Affairs budget and does not appear in the model. A Senator asked if, based upon a \$100 million budget, these figures suggest that only 26% goes to academics? Trumbach noted that these figures do not include fringe costs, but asked administrators in attendance for further clarification. The Senator asked if \$40m was academic and \$60million was non-academic. Nicklow, who had just arrived at the meeting, said “that’s about right...I don’t have the exact percentages.” He noted that of the \$100m we should remove about \$11-12m in student scholarships off the top and remove fringe as well. Everything allocated to the academic units amounted to about 65% of \$90 million.

A Senator noted that since 60% of a vacated line may be contributed to whatever reallocation a college is going to be making. Why is this figure not 100%? Trumbach agreed that was her position as well. She thinks it should be 100% as well, but others do not agree. Nicklow observed that we are operating under a 60/40 model, and the 40% is available to move at this point in time. Trumbach noted she did not understand that assumption. Amouzegar rejoined that the assumption we are making is that if somebody leaves that we have to replace them in the same department or college. But that is incorrect, he noted. Every department is hurting on campus, but we are not hurting equally. Some are hurting more than others. So we need to realign how we are distributing

and supporting our academic faculty, Amouzegar said. This is why he said the 60/40 division was under review, because he wants to rethink the whole process. The money is not disappearing, it is going to run the campus. He wants to keep these funds within Academic Affairs and then redistribute it wisely so we can make the hurt less in some places. The Senator clarified that he did not intend to suggest that the department wants that money back to fill the position, but simply was speaking from the perspective of a college [Liberal Arts] that is going to have to “pay the tax” and only gets to pay 40%. Amouzegar urged the Senator to think of us all as belonging to the same institution, and all of us need to balance our budget. We need a judicious distribution of this money. Unless we grow more, Amouzegar noted, there are no resources to talk about. The 40% figure, he believes, was originally conceived as a way to hire some adjuncts to fill teaching needs. He does want to rethink this issue, though, and come up with a budget model that makes a department whole at the level of their teaching needs, and simultaneously set some expectations about related SCH production. Ultimately we need to focus on supporting our students and not the percentages, he offered. Trumbach agreed that the budget model changed the situation, when the loss of a line could be permanent.

A Senator noted that this is the first time we have seen these numbers for the 2016-2017 year, and this needs to be fixed. This fiscal year ends in two months. Chairs and deans should have known these numbers on July 1 of last year. It is important that the budget be given in a timely manner, the Senator noted. Trumbach agreed, but noted that is why units were told to hold 5% back as the “excruciatingly painful” budget model process was being worked out. Figuring out what the right numbers are has been “unbelievably difficult...and to get answers in a form that... we can remotely understand without all these caveats that this is missing, that is missing. And you see, we still don’t have clarity on what the adjuncts were to make a clear year to year comparison.” She has been asking for this for 6-months to a year, she said. But we are getting there, Trumbach said, indicating that having models in place was overall a positive development. We will know where the numbers are coming from, and that we have agreed on the process. Trumbach noted that, at the end of the day, her College [of Business] is not faring better than any others.

#### Academic Board Update: Online Teaching Evaluations

Trumbach invited Christy Corey, Academic Board Chair, to offer an update. Corey displayed several histograms regarding Teaching Evaluations created by Caroline Noyes in Academic Affairs. *[See below and at Moodle]*

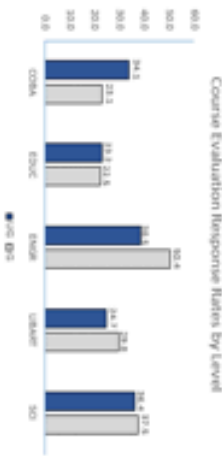


## TEACHING EVALUATIONS UPDATE

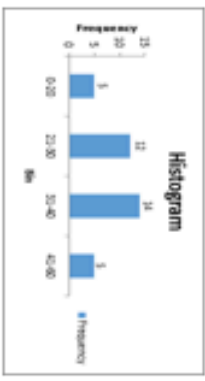
Faculty Senate Academic Board  
Chair, Corey Corey

1

### ANALYZING EVALUATION RESPONSES



### ANALYZING EVALUATION RESPONSES



Bin = % of students that completed evaluations

**Top end bottom departments**  
41 – 60: Geography, Electrical Engineering, Physics, Biology, Engineering

0 – 20: Philosophy, Fine Arts, Music, Women & Gender Studies, UNIV

2

### MOBILE FRIENDLY EVALUATIONS

Sample survey at link below (USERS MUST BE ON UNO VPN TO ACCESS SURVEY DURING DEVELOPMENT STAGE)

[https://reduron.edu/insider/EVALUATE/HRMS/CAU\\_STUDENT\\_RECORDS/UNIV\\_CLASS/GB](https://reduron.edu/insider/EVALUATE/HRMS/CAU_STUDENT_RECORDS/UNIV_CLASS/GB)

Username and Password enable with the link:  
S2220991  
S2220991

Corey acknowledged that there may be some questions regarding the data, but her ability to discuss the data would be limited because she had not personally compiled it. Noting the high level of

participation by some programs she suggested that faculty from those disciplines might be able to shed light on how they achieved such levels. One Senator responded that she awarded two bonus points for the class if they could achieve a 70% participation rate, and she kept sending them reminders about the importance of doing so. Another Senator said “nagging” was important. A third Senator questioned the data, noting that we haven’t had a Geography department for several years now. Another Senator expressed the desire that only students who actually complete the survey be awarded bonus points. Corey then reminded the Senate that we have decided to not opt for any kind of approach that focuses on a “punishment,” such as withholding student access to Webstar until an evaluation is completed.

A Senator then questioned the data about Women’s and Gender Studies was of concern, as there are only a very few courses directly tied to that interdisciplinary program with the vast majority listed under other programs like Sociology or History. Corey said that would have to be examined, like Geography, as well. Corey noted that only 36 programs seem to be included in the data, out of UNO’s 52 total, and she is not sure why some would have been excluded.

Corey noted that student response rate has been better, in some cases on the graduate-student side. She reminded the Senate about the debate about making the student evaluations more mobile-friendly. Corey had contacted David Dupree about a \$10,000 app that would facilitate mobile access, but Dupree indicated he thought there might be alternatives. Edward Garcia has come up with this new application, and both Corey’s Android phone and Beth Blankenship’s iPhone ran the program successfully.

A Senator asked what is driving the evaluation train and, if it is SACS, what do they see as the goal. Is 80% good, or 30%? Corey said that generally, for online evaluations, 35% is considered “the floor” and around 85% is “the ceiling,” though it depends on each university’s policies. The high end is generally driven by punitive policies at some universities, that restrict access to registration systems if a student has not completed an evaluation. The focus on evaluations is SACS-driven, she noted, and they insist that all classes – in-person, online and hybrid – have to be the exact same survey. A Senator asked if participation might not go up if students had greater access to the results of the surveys, as students right now are having recourse to Rate My Professor-type websites. Corey noted she was not clear as to whether students had access to the data, but noted that there have been discussions about integrating such a function into the course catalogue, so that students could see the ratings of past professors who have taught the course.

A Senator asked again about the rationale for avoiding “punitive” measures. Corey said part of the reason was the desire to be more student-centered, student friendly on campus. A Senator noted that it was “intuitive that a coerced student rating is going to be hostile, angry.” He reminded the Senate that we “broke the system” that had operated previously when we had high participation using paper evaluations. In order to bring the online classes into the evaluation fold we abandoned the Scantron system. The result now is plummeting compliance rates, and a department chair who is serious about evaluating performance of faculty members in the classroom, and particularly instructors “who live or die by classroom performance,” requires the highest possible level of participation in order to guarantee reliable data. Promotion and tenure decisions are also required to include this data, and we can’t be dismissive about its significance.



Corey noted that Senators should have just received an email the Secretary entitled “from Christy Corey” that included a link to the new online evaluation system. She encouraged Senators to try out the new system, which is quite easy and straightforward.

A Senator, Student Government representative Antonio Torres, spoke approvingly of the new app, and noted that students in the past were accorded class time to complete the evaluations. If faculty devoted specific class time to completing the survey using the online app they would probably get higher participation, he noted. Another faculty member suggested walking students across the hall to a computer lab to allow them to input their responses. Corey said she understood that some faculty had done that because of the lack of “mobile friendliness” but expressed the hope that would no longer be necessary. In polling her class she has discovered that very few of her students lack smartphones today. There should also be a notification on the main UNO web page during the last two weeks of classes. A Senator also said, to support students who might not have smartphone access, some faculty have asked that students alert students in advance of the need to bring their computers to class to fill out the evaluations. Another Senator expressed concern that he is getting “zero” substantive comments from students now, and asked if there is a place on the form for them to type their responses. Corey said there are two spaces for open-ended comments, and suggested that we urge our students to do more along these lines.

During this experimental stage, Corey added, you must be on UNO’s Wifi for the app to work. Corey noted that this is going to be ready for Spring semester, barring any major issues.

#### Administrative Board: Section 3.15 on Faculty Achievements

Juliana Starr, Chair of the Administrative Board, noted that she would address the tenure policy at a future meeting. The first charge of the board is to revise Section 3.15 of the Employee Handbook dealing with the annual review of faculty achievements. The old section was a “leftover” from the LSU System and did not fit with the new faculty evaluation form, or the “default form.” So the Board met with Dr. Whitley and Dr. Noyes drafted a new policy that is “much more kind and gentle.” The main characteristic of the new section are goal setting, constant improvement and mentoring. Starr noted that she had ten copies of the documents with her at the Senate but told Senators that the two documents had been placed online under the “Important Links and Resources” section. Starr expressed the hope that the Senate would vote on these at the upcoming meeting in March. The new text is in green, and the old is crossed out in yellow. The other document is Section 3.15 embedded into the new Faculty Evaluation Form, so you can see the new policy in context.

#### Old Business

Trumbach then turned to Old Business. The Senate has previously noted that the university was looking at the fringe rate for research faculty versus teaching faculty. A memo discussing the issue has been circulated, and Trumbach ceded the floor to Vice President Vassil Roussev to answer questions. A Senator asked about summer fringe benefits, noting that she had heard that fringe benefits for research will be reduced, raising the fringe benefit for teaching from what it was last year. She believes both should be equal during the summer. Roussev noted that he agreed with the statement, and clarified that there has been no decision yet. A committee has met and come

up with a very straightforward proposal that we should charge the same rate for teaching and research in the summer, with the actual rate being determined by whatever the university has to pay. The same rate should be applied to Extra Compensation. Roussev sought to explain the background to the proposal by noting that faculty paid on a 9-month schedule have already paid part of the costs – like health insurance – included in the fringe and therefore one should not be charged the exact same rate of about 49-50%. The reasons this has not yet been implemented, he understands, is because UNO treats income from teaching and income from research differently. On a spreadsheet, it looks like this money is being paid by outside agencies, as opposed to the General Budget, and – though it is “excruciatingly difficult” to calculate – the effect has been calculated to be about \$180,000 annually. Roussev it still needs to be implemented. It is largely an accounting illusion, he suggested. Many of these grants are bumping up against caps by funding agencies, and so what’s really happening is that it is the same grant is being redistributed so the PI’s get less money. If you look at how that money will be spent, it will still come to campus, and Roussev estimates that perhaps half of it will be recovered by indirect accounts or in tuition.

Roussev noted that there is a bigger issue regarding calculating the effects of buy-outs obtained through research funding, and this amounts to well over \$1million. A buy-out is a direct subsidy for the university. For one course you get 12.5% of the salary, and you replace that with an adjunct, for whom you do not have to pay fringe rate, the pay rate is less, etc. Monetarily the university comes out ahead. At this point the proposal is on the president’s desk, and Roussev understands that he is seeking to work out a way for it to become revenue neutral. Roussev hopes the proposal will move forward.

A Senator asked when we will know what the rate is because we need to determine what summer pay for adjuncts will be, what classes are going to “make,” etc. and all of this is contingent upon what fringe we are going to charge. Roussev referred the Senator back to the administration. A Senator expressed concern that fringe rates were too high and impeding research. We are not MIT, he noted, and must remain competitive. High rates are causing some, like Entergy, to turn away from UNO and conduct research in-house instead. This is already happening, he noted.

### New Business

Secretary Jim Mokhiber noted that the Senate Executive Board meets on Thursdays and we are now posting short “Activity Reports” on the Moodle site.

A motion to adjourn was heard, seconded and approved.

[END]