

University of Nevada, Reno

2004-05 Faculty Senate

Final

RSJ 304

Meeting Minutes April 21, 2005

Meeting 12

Jamie Anderson (Medicine), Denise Backlawski (Provost's Division), Frank Baglin (Science), Rafik Beekun (Business Administration), Cynthia Birk (Business Administration), Rebecca Bogard for Joe DeLappe (CLA), Buddy Borden (Education), Rod Case (Education), Rod Case for Pam Cantrell (Education), Bob Chaires (HCS), Arthur Chenin (Administration & Finance), Amy Childress (Engineering), Rita Escher (Student Services), Bill Follette (CLA), Johanna Fricke (Medicine), Greg Gardella (IT), Michelle Gardner (President's Division), Terry Henner (Medicine), Guy Hoelzer (Science), Denise McKee (Medicine), Bourne Morris for Howard Goldbaum (Journalism), Steve Oberg (Research), Ron Phaneuf (Science), Stefanie Scoppetone (Development), Amy Shannon (Library), Mary Stewart (CLA), Judith Sugar for Susan Lentz (HCS), Patricia Swager (Medicine), Mark Waldo (CLA), Leah Wilds (CLA). Absent: Debra Vigil (Medicine).

1. Roll Call and Introductions

Eric Albers (HCS), Dawn Arnold (Engineering), Jane Bessette (COBA), Marie Bronte (HCS), Melissa Burham (HCS), Kristen Clauss-Nolle (HCS), Susan Chandler (HCS), Nora Constantino ((HCS), Betty Dodson (HCS), Karen Faehling (HCS), James Fitzsimmons (HCS), John Frederick (Provost), Adam Garcia (UNR Police), Patsy Holden-Huchton (HCS), Julie Hoyan (HCS), Ann Hubbert (HCS), Karen Kopera-Frye (HCS), Denise Montcalm (HCS), Bill Oberding (SEC), Nancy Petersen (HCS), Jean Perry (HCS), Steve Pomi, (HCS), Jim Richardson (NFA), Margaret Rivero-Early (HCS), Patsy Ruchala (HCS), Gloria Snare (HCS), Barbara Thornton (HCS), Noel Tiano (HCS), Stephan Wilson (HCS).

2. Request to Approve the March 14, 2005 Special Meeting Minutes

MOTION: Baglin/Beekun. To amend the minutes as to read that Greg Gardella's unit is Information Technology (IT)

ACTION: passed unanimously

Request to Approve the March 24, 2005 Meeting Minutes

MOTION: Baclawski/Phaneuf. To amend the minutes to read that Gardella's unit is Information Technology (IT), and on page 3 Dean Sparkman asked that the statement that says "a future education coordination committee" be changed to "the Teaching Education Coordinating Committee."

ACTION: Passed unanimously

3. Chair's Report

Wilds reported that John Lilley was admitted to Washoe Medical Center over the weekend for what was initially thought to be heart related problems, after thorough testing it appeared that was not the case. The senate office sent flowers and best wishes on behalf of the faculty senate. Lilley was expected back to work on Monday, April 25, 2005. The senate office was creating a process to send the agenda packets electronically. This would streamline the process and eliminate the time that the senate staff spent copying the agenda packets. Agenda items with documents attached would contain a link to the document on the faculty senate webpage that could be accessed electronically. All individuals that normally received agenda packets would receive them via email. A test version of the April packet would be sent to all and Wilds asked them to confirm that they received the packet and to please test the links to make sure they work. This would eliminate any issues before the May packets go out. Guy Hoelzer suggested that a small number of agenda packets be available at the meeting for visitors. Amy Shannon said it had been policy to keep a copy at the reference desk and a hard copy at archives. The senate office would arrange that a hard copy was sent to archives, the one at the reference desk would be posted on the web. The documents would be posted in both pdf and word formats. Wilds reported that the workload policy had been sent to the President's office. The faculty morale committee was continuing with its work and a report was expected soon. The five faculty members selected for the President's Award for Outstanding Committee Service were: Stacy Burton (English), Scott Casper (History), Christine Cheney (Educational Specialties), Elizabeth Raymond (History), and Jeanne Wendel (Economics). The recipients would receive their award for \$1000.00 at the Honor the Best Ceremony in May. The assembly bill to change the name

of the University and Community College System of Nevada (UCCSN) to the Nevada System of Higher Education passed the assembly and had moved to the senate for approval. The Board of Regents approved a Ph. D. in Resource Economics and the Institute for Innovation and Informatics (III). Wilds congratulated the recipients of the regents' award. They were as follows for the Regent's Scholar Awards: undergraduate Ms. Carley Sweder, and graduate Mr. Jeff Chen; Regents' teaching award: Scott Casper (History); Graduate Academic Advisor Scott Tyler (Geological Sciences), Undergraduate Academic Advisor Award: Eileen Hickey-Weber and Christie Howard both of biology; Women of Achievement Award: Jannet Vreeland (Vice Provost), Ann Ronald (English), Debra Olsen (B.C.N. Human Resources).

Wilds also reported on the Federal relations update: The Nevada Congressional delegation announced funding of more than 95 million for an agriculture project primarily in Lyon and Mineral Counties. The bulk of the money would be provided to UNR to conduct research and carry out restoration activities in the Walker River Basin area and give added flexibility to ranchers and farmers in the region. Seventy million would be utilized in the Walker River area. The amendment also provides 5 million to be used for wild horse and burro work.

4. **Basketball Team Resolution.**

Wilds read the resolution that the senate requested be drafted by the senate office for the basketball teams' efforts.

Whereas the Wolf Pack men's basketball team finished the regular season in first place;

Whereas the members of the Wolf Pack men's basketball team personally conducted themselves off the court in an exemplary fashion;

Whereas the Wolf Pack men's basketball team finished the regular season with an undefeated road-game schedule;

Whereas winning basketball games is important, character-building and education remain paramount in the basketball program as well as all sports programs at the University;

Be it resolved that the Faculty Senate, hereby and forthwith recognizes the exemplary work of Coach Mark Fox and the men's basketball team members in becoming not only a winning team but one that also successfully manages the balance between sports and academics.

Hoelzer asked if the Resolution would be framed and presented to the team and coach. Wilds replied yes.

MOTION: Baglin/Beekun. To approve the resolution as written.

ACTION: Passed unanimously

The Regents' presented Cary Groth, Athletic Director and Mark Fox, Coach with a resolution at their April meeting.

5. **Salary and Benefits Committee Report: Dawn Arnold, Chair**

Wilds thanked Dawn Arnold, Chair of the Salary and Benefits committee and the committee for their hard work. Arnold reported that the committee had not finished their work for the year, as they were still working on a policy document with Gena Jones, Vice President of Human Resources. The committee was originally given the following two charges: 1. In cooperation with the Benefits Office, develop and recommend a method by which employees (faculty and staff) could submit comments on satisfaction with service provided by benefits providers and administrators. Include a process by which these comments will be forwarded to the PEBP Board. 2. Identify what services are provided to faculty by the UNR Benefits Office. The committee felt that after

meeting with Linda Nichols, Benefits Counselor and with the establishment of the benefits office these two charges were met. The committee discussed possible recommendations for new charges and these were brought forward by the John Nelson. The board took the recommendation to the senate and the salary and benefits committee received two new charges that they continued to work. The new charges were: 1. Review the current UNR guidelines and process for conducting and reviewing salary equity studies. Consider the factors that should be addressed in developing the models for academic and administrative salary equity studies, and make recommendations. 2. Make recommendations on enhancing communications of salary study results to the faculty at large. The committee invited Serge Herzog, Director Institutional Analysis and Jones to discuss statistical and human resource data used in the faculty salary equity study. The estimated cost of the study was between 300,000 and 500,000 dollars. The committee suggested enhancements to Jones and would continue to work with her through June 2005. The committee made two recommendations for possible future charges; the first recommendation would be to explore the idea of a central human resources office for new employees, and perhaps changing the first year contract period of "B" faculty. The first recommendation would provide new employees with better service, and immediate entry into the system so benefits and salary were not delayed. Senators were glad to hear there would be better communication regarding the studies. There was discussion on what could be posted on the web as far as names and salaries. Senators were concerned that the new policies would go to the regents' prior to senate approval. Arnold said that the policies were not new, but had not been written down. Wilds said that the regents would not approve any policies unless they had been vetted by the senate. Wilds thanked Arnold for her time and effort and for her good report. Senators asked to have the committee members listed on the report.

MOTION: Henner/Beekun. To approve the report as presented

ACTION: Passed unanimously

6. Administrative Faculty Personnel Policies and Procedures Committee Report: Jane Bessette, Chair

Jane Bessette, Director of Career Services reported that the committee had 3 charges, one of which was the standing charge to conduct at least one brown bag lunch meeting per semester for administrative faculty. The committee recommended that the lunch meetings be held somewhere besides the Down Under Café. The charge to discuss Position Description Questionnaires (PDQs) job descriptions vs. role statements (annual goals) brought forth the recommendation that administrative faculty be required to have role statements, evaluation forms, procedures and that the process be uniformly documented and disseminated through orientations and workshops. The second charge, to draft a proposal for an administrative faculty mentoring program, was discussed by the committee and the administrative faculty at the November 2004 brown bag lunch. The resulting recommendation was not to have a mentor program as administrative faculty had a wide variety of specializations. The committee recommended a separate orientation for administrative faculty be created and offered on a consistent basis. Bessette would provide Robin Gonzalez, Faculty Senate Manager with a list to be sent to the senators. Senators said that there needed to be an effort to include faculty members who are off campus. They would like to see seasoned faculty, senate representatives, and PERS representatives attend the orientation. Some senators were concerned with the role statement. They felt that it would not allow for different projects that were assigned and might take away from goals listed in the role statement. Hoelzer would like to see a FAQ page on the web for faculty. The committee appointed two members to assist the Salary and Benefits committee. The two members were Stephanie Scopettone and Mary Sedgwick.

MOTION: Baglin/Birk. To approve report as presented

ACTION: Passed unanimously.

7. Health Sciences Task Force Report: Marsha Read, Chair

Wilds said from the number of visitors in the back of the room that this was going to be a contentious issue and that she would enforce the two minute rule. Once all the senators had a chance to speak, if there was time the visitors would be able to have the floor. Marsha Read, Chair of the Health Sciences Task Force stated that the report was not a consensus report. It became clear after a time that because of the different philosophies and

opinions that a consensus would not be reached. Read made the decision to include only three models in the report, and said that the committee was not advocating any particular model. The taskforce report was meant to be the starting point in the process and no decision would be made until there was more input from campus. Then a proposal would be drawn up and would go through the usual process. The three models represent the current organizational model, a model that reflects a potential ideal model, and a model that would be an intermediate model. Some of the issues and concerns with one of the models was that the School of Public Health (SPH) could not report to a Vice President of Health Sciences that was also a dean of a school of medicine. Nursing would also be uncomfortable reporting to a dean of a school of medicine. John Frederick, Executive Vice President and Provost said the task force was meant to get conversation started. President John Lilley and Frederick planned to meet with all involved departments. Johanna Fricke asked that they consider factors unique to the state, and the university. There was discussion over the process that this had taken and why those three models were chosen when there was an infinite number of ways to go. Bill Follette said there were two structure realities that would drive the process. One was that the School of Public Health (SPH) could not report to the dean of SOM which showed that some different administrative structure must exist. There needed to be some structure with which the state legislature could identify and that would be up to the campus to decide. At the end of process, the proposal would get full senate review. Another concern was that these models referred to the health of Nevada where did that put UNLV. Frederick replied that UNR does address the health of the state of Nevada; they deliver health services to about 90 percent of the state. UNR and the SOM had health centers all over the state. UNLV was an urban university in a large urban area, focused on Clark County. There was discussion that by accepting the task force report it locked the senate into a model listed in the report. Frederick reiterated that the report was just a starting point and no decision would be made until a proposal went through the full review process. Wilds said that she believed that many of the visitors who were in the room felt that there was a model that was left out and that they would like to have that included. Wilds proposed that the senate make a motion to have the report amended to include the model that Judith Sugar distributed at the meeting. Barbara would like for Lilley and Frederick to meet not only with the departments, but with the entire faculty of Human and Community Sciences and that there was a representative from the senate in attendance as well. Frederick said that the meetings would be announced.

MOTION: Gardella/Phaneuf. To accept the report as amended to include a form of the model that Sugar distributed at the meeting. The model would be revised by Wilds and Sugar to be less concrete and more of a starting structure.

ACTION: Passed 1 abstention

8. New Business

Wilds read the thank you card from Patty Chambers asked that it be put into the minutes. It read as follows:

“Dear Senators, Thank you for the kind words expressed in your resolution and the lovely flowers. Both were generous gifts for which I am extremely grateful. The March Faculty Senate meeting was one of conflicted emotions for me. I was happy to be retiring, but I was sad to be leaving the university and the senate. I’ve shed many tears this past month, and most were shed at the senate meeting. Thanks for allowing me to go there. And thank you for allowing me to be a part of the senate and all its good work. Working with faculty these past 15 years has been my great joy and honor. I wish the senate much success in the coming years, and I wish you all good health and happiness. With fond memories and greatest affection, Patty”

Cynthia Birk reported that when there was a prerequisite for a fall course, and the student was enrolled in the spring semester they could enroll for that class. If the student did not pass the prerequisite class they would be withdrawn from the fall course. If the student did not meet the grade requirement it would be up to the professor to decide.

Birk also reported that the Roller Hockey Club Team won the national team championship. Johanna Fricke reported that Trudy Larson set up a mechanism for people to donate to the Matthew Lamasco Fetal Alcohol Syndrome Clinic. Sugar announced the Sanford Center for Aging was holding a community wide forum on Social Security April 25, 2005 at Mack Auditorium.

Wilds reported that the executive board had been hearing from people on campus regarding the placement of cameras on campus and the draft of the Fixed Video Camera Policy. Rich Siegel met with the board and felt that this issue was of concern to the ACLU and NFA. The resolution was drafted in anticipation that the senate might want to go down that road. Wilds said that the concerns had been heard and were spelled out in the resolution. The resolution was:

Whereas the administration has drafted a Fixed Video Camera policy for review;

Whereas the faculty-at-large have voiced repeated concerns about the use of video cameras on campus;

Whereas the installation of these cameras was the result of a grant applied for and awarded to Environmental Health and Safety rather than a university-wide dialogue;

Whereas there appears to be no documented need for these cameras;

Whereas the Patriot Act does not require (and may not even recommend) the use of surveillance cameras on American campuses;

Whereas, if UNR continues to install and operate these surveillance cameras, UNR will become one of the few (if not only) American campuses to do so;

Whereas this system may be determined to violate faculty, staff and student rights to and reasonable expectations of privacy;

Be it resolved that the Faculty Senate, hereby requests that the administration refrain forthwith from further camera installations and discontinue the use of existing cameras until the drafted policy has been thoroughly reviewed, altered as requested and accepted by a vote of the faculty-at-large, unless there is evidence of an immediate and credible threat or evidence of an ongoing crime.

The concerns of the board and the senate were that the policy was drafted after the fact of cameras going up, the expectation of privacy, violation of civil rights, the Patriot Act does not recommend the use of surveillance cameras, and the reasons given for the use of cameras caused a great deal of concern. Wilds asked Adam Garcia what the central tendency for use of cameras, frequency, and reasons, on campuses across the county. Garcia use of cameras nationwide is pretty widespread. UNLV and Texas use cameras both live and passive feed. The university police had only utilized cameras 4 times, and 2 resulted in identification of suspects. Numerous entities on campus were using cameras, and once administration began looking at number of cameras on campus they recognized there was an issue. Gardella asked if the unauthorized use of cameras was against the code. Garcia replied that it could be if surreptitious recording was done and there was an expectation of privacy. Garcia said by implementing the policy they would be able to authorize the use of cameras before they were installed by any group on campus. Frederick said that he agreed the policy should have been done first but they felt they needed to put a stop to the unauthorized use of cameras. Administration discontinued any further installation of cameras. As they began to identify there was an issue with camera utilization they had to do damage control. The senate was grappling with the same problem that administration was in finding the right balance between the safety of people and materials on campus and not having a paralyzing atmosphere on

campus. Frederick apologized about the feeling of urgency that he put on Wilds and the senate, once the policy was in place, it would allow administration to establish very firmly what they believe in terms of privacy rights of faculty, staff, and students. The policy once it went into place would allow administration to enforce where cameras would be placed. Jim Richardson a member of the National Faculty Alliance which was a state affiliate of American Association of University Professors (AAUP) said that he appreciated what he had read and heard from Garcia and would take this information into account. The AAUP would take a strong view of this issue. There should be no covert surveillance on a university campus and extremely limited overt surveillance on a university campus. A university campus was an open forum and this type of surveillance decreased the zone of the expectation of privacy. Richardson urged the administration and the senate to review the AAUP recommendations regarding this issue. Frederick said that they had met with Deans Council and would be meeting with SEC as well.

Gardella asked to call the question.

MOTION: Sugar/Waldo. To pass the resolution as amended to read as follows:

Whereas the administration has drafted a Fixed Video Camera policy for review;

Whereas the faculty-at-large have voiced repeated concerns about the use of video cameras on campus;

Whereas this system may be determined to violate faculty, staff and student right to and reasonable expectations of privacy;

Be it resolved that the Faculty Senate, hereby requests that the administration refrain forthwith from further camera installations and discontinue the use of existing cameras until the drafted policy has been thoroughly reviewed, altered as requested and accepted by a vote of the faculty at-large, except in areas with a demonstrable need to be secured and where there is evidence of an immediate and creditable threat, or evidence of an ongoing crime.

ACTION: Passed with one abstention.

Meeting adjourned 5:10