

Report from Academic Freedom and Ethics Committee  
Faculty Senate  
Chair: Brenda J. Buck

Fall 2019-Spring 2020

- 1) From last year: Review official UNLV information technology security policy
  - a. We obtained and reviewed UNLV IT policies.
  - b. UNLV is in the process of creating/updating these policies.
  - c. No further comments/actions at this time.
  
- 2) From last year: Follow up on request to General Council for definitive statement in writing from the General Counsel on the contractual relationship between Google and UNLV with regard to privacy practices affecting UNLV faculty, students and staff that use gmail.
  - a. Unable to obtain more than general statements of Privacy Notices.
  - b. No further comments/actions at this time.
  
- 3) Follow up discussion on new UNLV Social Media Policy
  - a. Committee met with Katy Griffin, UNLV Social Media Specialist.
  - b. The committee had some questions/input, but no major concerns.
  - c. The committee last year developed Social Media Guidelines and Best Practices for Faculty Staff
  
- 4) Develop a set of recommendations/solutions for Americans with Disabilities Act (ADA) compliance at UNLV
  - a. Committee requested input from faculty/staff on any ADA issues at UNLV.
  - b. Wide input from numerous individuals across campus.
  - c. Developed list of recommendations (attached) and sent to Executive Committee
  - d. Provost in process of creating a Working Group.
  
- 5) Generate a report on all activities including record of committee meetings and attendance, delivered to the Chair of the Faculty Senate no later than May 15, 2020.
  - a. This report
  
- 6) Conduct an election for chair of the committee for the 2019-20 academic year no later than May 15, 2020.
  - a. Stephen Bates, College of Urban Affaris: Chair-Elect

Academic Freedom and Ethics Committee Members

Fall 2019 – Spring 2020

May 11, 2020

<b>Name</b>	<b>Area Represented</b>	<b>Email</b>	<b>Term Ends – 2YR</b>
Brenda Buck	Chair	brenda.buck@unlv.edu	July 1, 2019
Michael Hammer (New Replacement?)	Administrative	<a href="mailto:michael.hammer@unlv.edu">michael.hammer@unlv.edu</a>	July 1, 2019
Nadia Pomirleanu	Business	<a href="mailto:nadia.pomirleanu@unlv.edu">nadia.pomirleanu@unlv.edu</a>	July 1, 2021
Jason Vaughan	Education	<a href="mailto:Jason.vaughan@unlv.edu">Jason.vaughan@unlv.edu</a>	July 1, 2020
Harold Berghel	Engineering	<a href="mailto:hal@acm.org">hal@acm.org</a>	July 1, 2021
Judy Ryerson	Fine Art	<a href="mailto:judy.ryerson@unlv.edu">judy.ryerson@unlv.edu</a>	July 1, 2021
Vacant	Health Sciences	Not Applicable	Not Applicable
Tim Self	Hotel	<a href="mailto:timothy.self@unlv.edu">timothy.self@unlv.edu</a>	July 1, 2020
Addie Rolnick	Law	<a href="mailto:addie.rolnick@unlv.edu">addie.rolnick@unlv.edu</a>	July 1, 2021
Tim Gauthier	Liberal Arts	<a href="mailto:tim.gauthier@unlv.edu">tim.gauthier@unlv.edu</a>	July 1, 2020
Vacant	Medical School	Not Applicable	Not Applicable
Brenda Buck (Chair)	Sciences	<a href="mailto:brenda.buck@unlv.edu">brenda.buck@unlv.edu</a>	July 1, 2020
Stephen Bates (In-coming Chair)	Urban Affairs	<a href="mailto:Stephen.bates@unlv.edu">Stephen.bates@unlv.edu</a>	July 1, 2021



## **Considerations Regarding Social Media Best Practices**

### **Be Authentic**

Represent your status at UNLV accurately. Accordingly, be truthful and precise about your role at UNLV. Unless you actually have been authorized to do so, make clear that you are not representing the university. Use disclaimers on social media sites, such as “The views expressed here are entirely my own, and do not necessarily reflect those of the institution.”

### **Be Accurate**

Make every reasonable effort to ensure that the claims you make are accurate and can be substantiated. When possible, link to original sources. Try to avoid comments that might be misleading, or misinterpreted.

### **Be Respectful**

Consider carefully the tone of your message. Style is as important as content because your audience is unlikely to respect a message that it considers badly or inappropriately communicated. This does not mean that you must sacrifice passion and intensity. Nor must your message be “positive” in style and content; negative content might be useful in a communication. However, rudeness, sarcasm, and spitefulness or anything considered inappropriate offline is also likely inappropriate online even behind a veil of anonymity.

### **Be Safe**

Recognize that for-profit social media platform companies do not represent your interests. These companies may use/share personally identifiable information about you with neither your knowledge or permission. When using digital media, do so with the presumption that you may be contributing to a permanent and possibly public record. Do not assume that your identity will be protected.



## FACULTY SENATE

### MEMO

**To: President Marta Meana, Provost Chris Heavey, DRC Director Bryan Hilbert From: Faculty Senate Executive Committee**

**Date: May 4, 2020**

**Re: Faculty feedback to support disabled UNLV community members**

During the academic year 2019-2020, the Academic Freedom and Ethics committee requested feedback from faculty, staff, and students to suggest changes that support disabled UNLV community members and to suggest ways to meet the requirements for the Americans with Disabilities Act (ADA). The following are recommendations from this committee:

- Disability Resource Center
  - The Disability Resource Center is for students. We recommend that some kind of equivalent be created to help support the needs of disabled faculty and staff.
- Classroom assignments
  - Faculty/employees who have permanent or temporary disabilities should have distances between faculty office and classroom assignments, or classroom and parking reduced as much as possible. These assignments should be made with reasonable solutions that do not add to the workload of disabled faculty/staff.
  - Classroom assignment staff should create and maintain a database of ADA special needs faculty to ensure needs are being met.
  - Tall chairs/stools, and ADA assist furniture should be marked and assigned to the classrooms to make sure each classroom can accommodate various ADA needs.
  - Review classrooms assignments because the size of the classrooms can restrict the use of ADA equipment like wheelchairs, scooters and walkers.
- Elevators
  - Find solutions to keep the heavy fire doors in CBC B open when buildings are in use as it is the only elevator that accesses all floors.
  - Elevator repairs should be performed in a more timely manner, especially for those buildings where there is only one elevator. Maintenance should not be scheduled during normal business hours if possible; if not possible, notice should be given in a timely manner.
- Accessible doors
  - Conduct a campus wide assessment of which doors access buildings and which doors, *once inside*, are ADA Accessible. (Many buildings have exterior doors that are accessible but not the doors to classrooms, bathrooms, etc.) A plan should be created building by building to make all entries accessible, exterior and interior.
  - Conduct a campus wide assessment of the proximity of parking areas to accessible exterior doors in buildings and create a plan to increase accessibility.
  - Conduct regular inspections of handicapped door openers to make sure they are in working order.

- We recommend that all fire doors have interior handicap door openers.
- Sidewalks maintenance and use
  - Identify and post signs on ramps and other ADA assists to prevent them from being blocked by golf carts.
  - Trim overgrown bushes near sidewalks and pathways on a more regular basis.
  - Work with the county to look at crosswalks like Maryland Parkway at University and HFA to create smooth and easy paths for wheelchairs and scooters.
  - Work with the county to look at perimeter sidewalks around campus to create pathways free of telephone poles, guy wires, electrical boxes and signs.
- Bathrooms
  - Create at least one handicap stall in every bathroom and add signage.
  - Review the placement of paper towels, and soap dispensers in bathrooms for consistency.
  - Look for ways to steer non-handicap students away from using the handicap stalls when they do not need to do so.
- Parking
  - Make available temporary day or weekly handicap parking passes for faculty, staff, students, and patrons.
  - Reassess the number of handicap spaces in smaller, direct access parking lots like BEH and HFA.
  - Make sure those who can pay for 'reserved' spaces are not favored over handicapped employees.
- General
  - Create stricter "No Smoking" policies for buildings and entrances.
  - Find student help or some kind of staffing to assist those that need to lift materials, objects, boxes beyond their abilities.
  - Add Braille signage to all mechanical devices, specifically the ATM in the Student Union.
  - Update Braille maps, kiosk directional displays, etc.
  - Review the maps available online of all campuses to ensure ease of use and understandability.
  - Remind all departments to create clear guidelines for using spaces after hours, during lab times, departmental office equipment etc. This includes making sure all badges, keys, and proximity cards are updated.
  - We recommend that a policy for the use of support animals be developed and disseminated.

CC: Brenda Buck, Academic Freedom and Ethics Committee Chair  
 Faculty Senate Executive Committee 2019-2020  
 Michael Hammer, Faculty Senate Manager

## Academic Freedom and Ethics Faculty Senate Committee Meeting Notes

Friday Sept. 20 11:30 - 1:00 pm FDH 218

### Attendees:

Timothy Self  
Nadia Pomirleanu  
Jason Vaughan  
Hal Berghel  
Judy Ryerson  
Tim Gauthier  
Stephen Bates  
Brenda Buck

Janis McKay – Senate Faculty Chair, visiting

- Announcements
  - Introductions, New Members
- New Business
  - Semester Schedule and Assignments
  - ADA discussion
- Old Business
  - Privacy discussion
  - IT discussion
  - Social Media Policy discussion

Meeting adjourned 12:50 pm

## Academic Freedom and Ethics Faculty Senate Committee Meeting Notes

Friday Oct 18 1:00-2:30 pm FDH 218

### Attendees:

Timothy Self  
Nadia Pomirleanu  
Jason Vaughan  
Hal Berghel  
Judy Ryerson  
Tim Gauthier  
Stephen Bates  
Brenda Buck

Social Media Policy Guest Attendees: Katy Griffin, Social Media Specialist.

- Announcements
  - Introductions
  
- New Business
  - Social Media Policy – Katy Griffin
  - Handout/Discussion
  - Link will be available to provide feedback, 30 business days.



Meeting adjourned 2:30 pm

## Academic Freedom and Ethics Faculty Senate Committee Meeting Notes

Friday Nov 15 1:00-2:30 pm FDH 242

### Attendees:

Timothy Self  
Nadia Pomirleanu (excused)  
Jason Vaughan  
Hal Berghel  
Judy Ryerson (excused)  
Tim Gauthier  
Stephen Bates  
Brenda Buck (chair)

- Announcements
  - No Announcements
- New Business
  - Reviewed our committee's tasks for the year.
  - Cyber security topic
    -  Action: collect code of ethics/code of conduct search, bring to next meeting to discuss
  - ADA
    -  Drafted letter for Faculty Senate Chair

Meeting adjourned 2:10 pm



## Academic Freedom and Ethics Faculty Senate Committee Meeting Notes

Friday Dec 13 11:30-1:00 pm FDH 218

### Attendees:

Addie Rolnick (excused)  
Timothy Self (excused)  
Nadia Pomirleanu  
Jason Vaughan (excused)  
Hal Berghel  
Judy Ryerson  
Tim Gauthier  
Stephen Bates  
Brenda Buck (chair)

- Announcements
  - Janis McKay sent out the ADA request via email. Responses are being sent to me, I'll compile and share for first meeting in 2020.
  - New Member from Law College: Addie Rolnick, will start Spring Semester.
- Old Business
  - Cyber security topic
    - ✍ We collected code of ethics/code of conduct from other universities
    - ✍ Action Item: Send email to Lori w/request for UNLV policy
- New Business
  - Set up schedule for Spring 2020 semester.

Meeting adjourned 12:45 pm

## Academic Freedom and Ethics Faculty Senate Committee Meeting Notes

Wednesday Feb 5 2:00-3:30 pm FDH 218

### Attendees:

**Addie Rolnick** (excused)

Timothy Self (absent)

**Nadia Pomirleanu** (sick)

Jason Vaughan

**Hal Berghel**

**Judy Ryerson**

Tim Gauthier

**Stephen Bates**

Brenda Buck (chair)

- Announcements
  - Welcome New Member from Law College: Addie Rolnick, starting this Spring Semester.
- Old Business
  - Cyber security topic: Response from Lori Temple, VP for IT
  - Related message from former AF&E Chair Miriam
  - Results from ADA request
- New Business
  - Need to elect new Chair this semester – FYI: potential candidates (those elected for next year) in bold above.

Meeting adjourned 3:15 pm

Academic Freedom and Ethics Faculty Senate Committee Meeting Notes

Wednesday March 4 2:00-3:30 pm FDH 218

Attendees: (not sure who attended since I was out sick, would need to consult sign-in sheet -BB)

Addie Rolnick  
Timothy Self  
Nadia Pomirleanu  
Jason Vaughan  
Hal Berghel  
Judy Ryerson – **lead meeting in absence of Chair**  
Tim Gauthier  
Stephen Bates  
Brenda Buck (chair) – **out Sick**

- Old Business
  - Results from ADA request – Discussion
  - Decision was to develop a list of recommendations based on the input we received
- New Business
  - Need to elect new Chair this semester: Stephen Bates volunteered

Meeting adjourned

## Academic Freedom and Ethics Faculty Senate Committee Meeting Notes

Wednesday April 1; 2:00-3:30 pm    WebEx Telecommute Meeting

### Attendees:

Addie Rolnick  
Timothy Self (excused FLMA leave)  
Nadia Pomirleanu  
Jason Vaughan  
Hal Berghel (unable to join due to technical difficulties, followed up with email)  
Judy Ryerson  
Tim Gauthier  
Stephen Bates  
Brenda Buck (chair)

- Announcements
  - none
- Old Business
  - Results from ADA request – Update from Judy from last meeting
    - ✎ Discussion, edits and submit to Executive Committee for action
  - Elect Chair for next year: Nomination Stephen Bates, Seconded by Hal; Motion by Judy. Unanimous vote. Stephen Bates is Chair next year.
- New Business
  - Express Scripts (tabled)

Meeting adjourned 2:20 pm