

University of Central Arkansas™



**General Faculty Meeting
August 26, 2014**

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**2014 Teaching Excellence Award Winner
Paige Reynolds**

Welcome from the Provost



Dear Colleagues:

I am happy to welcome you to the 2014-2015 Academic Year at the University of Central Arkansas! The information contained within this booklet provides an update on our activities over the previous academic year and an overview of exciting things in store for the coming year.

The past year was marked with several outstanding accomplishments, most notably, the focused visit by the Higher Learning Commission team and the positive report received as a result of that visit. I cannot say enough about the outstanding work done by our faculty, staff and administration in preparation for this highly anticipated visit. Also of note is the transition of Enrollment Management into Academic Affairs and the implementation of our enrollment management plan. Our enrollment increased in Fall 2013, and we have established goals for growth at both the undergraduate and graduate levels in the coming years. Working together on both recruitment and retention, we can achieve these goals.

I am very pleased to report that the Faculty Handbook Committee, under the leadership of Dr. Kevin Brown, was successful this past year in its endeavor to update and revise portions of Chapters 3 and 5 of the *Faculty Handbook*. I encourage all faculty to go online and review the handbook (uca.edu/go/facultyhandbook). I anticipate another excellent year of work in this committee as it is capably led by Dr. Charles Watson.

This is a very exciting time to be at UCA, and I am honored to be part of the UCA community and to continue to serve you as Provost. I wish you all the best over the coming academic year and look forward to hearing about all of the great things that you will accomplish this year at UCA.

Sincerely,

A handwritten signature in blue ink that reads "Steven W. Runge". The signature is fluid and cursive.

Steven Runge, PhD
Executive Vice President and Provost
Professor of Biology

Faculty Tenure and Promotion

Tenure

Pamela Ashcraft	Nursing	Associate Professor
Summer Bartczak	Management Information Systems	Associate Professor
Pamela Bennett	Family and Consumer Sciences	Assistant Professor
Jennifer Brinegar	Psychology and Counseling	Associate Professor
Adam Bruenger	Kinesiology and Physical Education	Assistant Professor
Bernard Chen	Computer Science	Associate Professor
Dwayne Coleman	English	Associate Professor
Rene` Crow	Early Childhood and Special Education	Associate Professor
Sally Entrekin	Biology	Associate Professor
Susan Gatto	Nursing	Associate Professor
Larry Jones	Music	Assistant Professor
Sinan Kockara	Computer Science	Associate Professor
Holly Laws	Art	Associate Professor
Story Matkin-Rawn	History	Assistant Professor
Scott Meador	Mass Communications and Theater	Associate Professor
David Mitchell	Econ, Finance and Insur & Risk Mgmt	Associate Professor
Susan Myers	Marketing and Management	Associate Professor
Nelda New	Nursing	Assistant Professor
Jeffrey Padberg	Biology	Associate Professor
Mitchum Parker	Kinesiology and Physical Education	Assistant Professor
Paige Martin Reynolds	English	Associate Professor
Benjamin Rider	Philosophy and Religion	Associate Professor
Michael Rosenow	History	Assistant Professor
Renee Ryburn	Family and Consumer Sciences	Assistant Professor
Carey Smitherman	Writing	Associate Professor
Steve Tucker	Kinesiology and Physical Education	Associate Professor
Donna Wake	Teaching and Learning	Associate Professor
Amber Wilson	Torreyson Library	Assistant Professor
Femina Varghese	Psychology and Counseling	Associate Professor
Guo-ou Zhuange	World Languages, Lit. and Cultures	Associate Professor

Promotion and Advancement

Pamela Ashcraft	Nursing	Associate Professor
Nancy Austin	Physics and Astronomy	Senior Lecturer
Summer Bartczak	Management Information Systems	Associate Professor
Donna Bowman	Honors College	Professor
Deborah Bratton	University College	Senior Lecturer
Jennifer Brinegar	Psychology and Counseling	Associate Professor
Bernard Chen	Computer Science	Associate Professor
Dwayne Coleman	English	Associate Professor
Clayton Crockett	Philosophy and Religion	Professor

Rene` Crow	Early Childhood and Special Education	Associate Professor
Sally Entrekin	Biology	Associate Professor
Alex Fayman	Econ, Finance and Insur & Risk Mgmt	Associate Professor
Susan Gatto	Nursing	Associate Professor
Carla Gilbreath	Health Sciences	Clinical Instructor II
Stephanie Huffman	Leadership Studies	Professor
Lori Isom	Chemistry	Professor
Shannon Lynn Johnson	University College	Senior Lecturer
Sinan Kockara	Computer Science	Associate Professor
Holly Laws	Art	Associate Professor
Scott Meador	Mass Communications and Theatre	Associate Professor
Jerry Mimms	Biology	Senior Lecturer
David Mitchell	Econ, Finance and Insur & Risk Mgmt	Associate Professor
Susan Myers	Marketing and Management	Associate Professor
Paul Nail	Psychology and Counseling	Professor
Jeffrey Padberg	Biology	Associate Professor
Donald Perry	Chemistry	Professor
Paige Martin Reynolds	English	Associate Professor
Benjamin Rider	Philosophy and Religion	Associate Professor
Steven Tucker	Kinesiology and Physical Education	Associate Professor
Donna Wake	Teaching and Learning	Associate Professor
Steve Ward	Teaching and Learning	Clinical Instructor II
David Welky	History	Professor
Sharon Wilkes	World Languages, Lit and Cultures	Senior Lab Instructor
Femina Varghese	Psychology and Counseling	Associate Professor
Laura Young	Accounting	Senior Lecturer
Guo-ou Zhuang	World Languages, Lit and Cultures	Associate Professor



**2014 Research, Scholarship and Creative Activity Award Recipient
David Welky**

2014 Faculty Excellence Awards

Teaching Excellence Award Finalists

Dr. Nelle Bedner, Associate Professor, Department of Communication

Dr. Paige Reynolds, Associate Professor, Department of English

*AWARD RECIPIENT

Dr. Benjamin Rider, Associate Professor, Department of Philosophy & Religion



Research, Scholarship and Creative Activity Award Finalists

Dr. Brent Hill, Associate Professor, Department of Biology

Dr. Paul Nail, Professor, Department of Psychology & Counseling

Dr. David Welky, Professor, Department of History

*AWARD RECIPIENT



Public Service Award Finalists

Dr. Nancy Gallavan, Professor, Department of Teaching & Learning

Dr. Letha Mosley, Assistant Professor Department of Occupational Therapy

AWARD RECIPIENT

Dr. Charles Watson, Associate Professor, Department of Mathematics



New Full Time Faculty

Amy Baldwin	Director and Lecturer II, University College
Courtney Barr	Lecturer I, World Languages, Linguistics. and Cultures
Stephanie Bellar	Dean, Graduate School and Professor, Political Science
Angie Cheves	Clinical Instructor I, Nursing
Michael Condon	Chair, Military Science
Matthew Connolly	Assistant Professor, Geography
Deborah Dailey	Assistant Professor, Teaching and Learning
Denise Demers	Assistant Professor, HSCI
Michael Ellis	Assistant Professor, Management Information Systems
Kristen Epps	Assistant Professor, History
Mindy Farris	Assistant Professor, Biology
Matt Gilford	Assistant Professor, Biology
Laura Gillis	Clinical Instructor I, Nursing
Valerie Hart	Assistant Professor, Nursing
Jimmy Ishee	Dean, College of Health and Behavioral Sciences and Professor, KPED
Nykela Jackson	Assistant Professor, Teaching and Learning
Kristy Jamerson	Clinical Instructor I, HCSI
Glenn Jellenik	Lecturer I, English
Stacy Lom	Assistant Professor, Sociology
Lacy Lyons	Assistant Professor, Management
Beula Magimairaj	Assistant Professor, Communications, Sciences and Disorders
Duncan McKinnon	Lecturer I, Sociology
Towino Paramby	Assistant Professor, Communications, Sciences and Disorders
Rachel Schichtl	Clinical Instructor I, Family and Consumer Sciences
Mark Sestir	Assistant Professor, Psychology and Counseling
Sherry Skaggs	Assistant Professor, Sociology
Tucker Staley	Assistant Professor, Political Science
Kevin Stoltz	Associate Professor, Leadership Studies
Sharon Stone	Senior Clinical Instructor, Nursing
Jing Yang	Assistant Professor, Communications, Sciences and Disorders

The Past Year in Review

- Higher Learning Commission (HLC)
 - Successful team visit
 - Final report indicated no deficiencies were found; Report accepted by HLC.
 - Next comprehensive visit
 - Scheduled for the 2016-17 academic year
 - Planning starts fall 2014

- Faculty Salaries
 - Received a 2% cost of living increase effective at the beginning of 2014-15
 - Allocated a \$250,000 equity/merit pool

- Travel Funds for Faculty: Additional \$123,000 distributed to departments in August 2014

- Hired 10 Additional Academic Advisors
 - Report to the Academic Advising Center
 - Assigned to specific colleges for advising freshmen and sophomores

- New Administrators: Successfully completed hiring key academic administrators including five new deans

- Doctorate of Nursing Practice
 - Approved by the HLC and ADHE
 - First cohort of students have now started

- Requirement that Students Declare a Major after 27 hours
 - Policy now incorporated into the Undergraduate Bulletin
 - The Academic Advising Center and Athletic Academic Advising are communicating the policy with students during orientation and one-on-one advising sessions.
 - The policy is enforced by placing a block on registration.

- DegreeWorks Program
 - Reports progress of a student toward individual degree requirements
 - Implemented in spring 2014 for undergraduates
 - On target for implementation in fall 2014 for graduate students

- Digital Measures

- Faculty annual self-evaluation and planning reporting module and unit annual reporting modules are now in use
 - Development of modules for Tenure, Promotion, Advancement, and Vitas are in process
 - Managed by Institutional Research
- Successfully Integrated Enrollment Management
 - Units of Learning Communities, Admissions and Enrollment Services, and the Academic Advising Center were fully integrated into Academic Affairs.
 - Creation of the Office of Student Success, including the Tutoring Center
- Enrollment Management Plan
 - A functional plan was developed, presented to the Board of Trustees, and implemented starting in summer 2013.
 - A scorecard is updated quarterly to monitor progress.
 - The Student Success and Retention Council was formally established, and work is underway on continuous improvement of the plan.

Relocation of Key Academic Spaces

1. One-stop shop
 - Develop a physical one-stop shop in Harrin Hall for student enrollment needs to include the Registrar's office, Advising, Financial Aid, Veteran's Services, etc.
 - Relocations required
 - Study Abroad from Irby 119 to the Library 109 (done)
 - Department of Philosophy and Religion from Harrin to Irby 119 (done)
 - CFAC Dean's office to McCastlain long-term (temporary location to be determined)
 - Athletic Academic Advising and Veteran's Affairs to move from Burdick to basement of Bernard temporarily (done) and then to Harrin
2. Department of Geography moved to the College of Natural Sciences and Mathematics. Department physically relocated to Burdick Hall.
3. International Programs
 - a. Relocate the Office of International Engagement to the main campus from the Adcock House for greater accessibility to services due to the increase in the international student population.
 - b. Use the Adcock House as a meeting location for international students and visitors

- c. Relocate the Study Abroad office to a more visible location on campus to increase student awareness of and accessibility to the office. (move to the Library 109 and 110 completed in the summer 2014)



**2014 Public Service Award Recipient
Letha Mosely**

Academic Affairs Goals for the Coming Year

- Higher Learning Commission Follow-up and Planning
 - Continue the ongoing establishment of the culture of continuous improvement
 - Form an HLC Compliance Steering Committee
- Continued Emphasis in Key Budgetary Areas of Academic Affairs
 - Faculty salaries
 - Departmental maintenance and operations budget
 - Departmental travel budgets
- Continue Development of Programs of Distinction
- Faculty Instructional Load Analysis
- Centralized Scheduling System (Event Management System)
 - A new system has been purchased by EMS based on the recommendation of a task force charged with this purpose.
 - Same system used successfully by the Student Center
 - Scheduling to be managed by the Registrar's office
 - Classroom assignments still to be inputted by departments into Banner
- Implementation of a Campus Technology Plan
 - Chris Davis, new CTO, is committed to submitting a proposed plan ready for review by December 2014 with finalization by May 2015.
- UCA Online
 - UCA to use existing faculty that are interested in participation to teach on-line offerings. Third party vendors will not be used to deliver courses.
 - We expect to use an incentive plan to provide a return of a portion of profits to participating departments.
 - We will search for a Dean of Distance Learning to manage the program.

Enrollment Management

1. Student attendance
 - a. Improve student attendance by creating taskforce with faculty representation to recommend a university-wide attendance policy.
 - b. Develop a plan for tracking attendance and communicating with absent students.

2. Data

Resolve data sharing obstacles with Banner, GradesFirst, and MapWorks.

3. Student Communication

- a. Meet frequently with SGA executives and annually with the SGA as a whole.
- b. Work with Housing, Food Services, Student Services and the Student Activity Board to keep students on campus over the weekends.

4. Student retention

- a. Identify and place focus on departments and degree programs where student retention is lowest
- b. Faculty and staff advisors will encourage students to have a plan B if the selected major is not feasible.
- c. Continue to partner with alumni services on the Mentor Connection
- d. Academic advising and career mentoring.
- e. Hire and integrate new academic advisors into the retention program
- f. Develop a robust professional development program for all faculty and staff academic advisors.
- g. Expansion of supplemental instruction from four to twelve course selections per semester.
- h. Explore early intervention options, including implementation of summer start
 - i. Read for success
 - ii. Math Academy
 - iii. CNSM Bootcamp
- i. Transition to all nationally certified tutors by fall 2014

5. Specialty programs

Increase the capacity of selective admission programs so that we aren't turning quality students away.

6. Recruiting, Admissions and Enrollment Services

- a. Leverage a partnership with two-year colleges to fully develop and implement baccalaureate degree articulation agreements, and potential reverse transfer and dual enrollment agreements.
- b. Develop a database for transfer courses from Arkansas and non-Arkansas institutions.
- c. Work with Christina Madsen, Associate Vice President of Communications, Public Relations and Marketing in the development of print, social, and digital media materials for recruiting.

Budgetary M & O

Budgetary model

Develop a model for adjusting the budget as the number of full-time faculty/FTE/SSCH changes

Academic Personnel Hiring Processes

1. Process

- a. Implement new applicant tracking system
- b. Develop and implement new hiring procedures

2. Comprehensive review

Conduct a comprehensive review in the spring based on strategic plans for areas of growth, declining programs and Programs of Distinction.

Information Technology Update

1. Microsoft contract renegotiated for a one-year period - COMPLETE
 - a. Lowers costs by using an FTE model for licenses as opposed to a per computer license
 - b. Provides Office 365 Professional Plus for all students
 - i. Free for all students
 - ii. Provides local and online access to Office applications and cloud storage for document retrieval and sharing
 - iii. <http://ucabears.onthehub.com>
 - c. Provides access to many software titles for faculty/staff
 - i. Microsoft Office 2013 Professional
 - ii. Microsoft Office 2011 for Mac
 - iii. Microsoft Windows 7
 - iv. Microsoft Windows 8
 - v. Microsoft titles available at no cost for faculty/staff
 - vi. Other software titles available as well
 - vii. <http://ucabears.onthehub.com>
2. Reorganization of Burdick Hall Space - COMPLETE
 - a. Help Desk is now located in Room 101
3. New Employees - COMPLETE
 - a. Associate Director, Information Security
 - i. Kevin Carmical hired on August 1st
 - b. System Administrator
 - i. Nathan Sain hired August 1st
 - ii. Will serve as backup for the Portal Administrator
 - c. SQL Programmer
 - i. Arthur Crutcher hired August 16th
4. Evaluate Replacement of Novell Network with Microsoft Active Directory Network System - ONGOING
 - a. Active directory will provide better interoperability with other systems and web based applications including remote access and better network security
 - b. Implementation will commence sometime after evaluation of infrastructure evaluation report and cost proposal from Microsoft vendor
 - c. Assessment of current campus infrastructure will begin in September
5. Google Apps Replacing Groupwise Email- ONGOING
 - a. Features of Google Apps for Education
 - i. Email
 - ii. Calendaring
 - iii. Document Sharing
 - iv. 30GB storage per user

- v. Better integration on mobile devices
 - b. Conversion currently under way
 - c. IT accounts will be converted first
 - d. Provost's Office and IDC will follow
 - i. Evaluation period at this point to look at the process and any potential IT issues
 - e. Student accounts will be migrated next
 - f. Academic colleges will be migrated one at a time
 - g. ETA for campus conversion – End of Fall 2014
6. Development of the 5-year Strategic Plan - ONGOING
- a. Seeking input from all academic and functional areas on campus
 - b. Also seeking student input
 - c. Draft of document ready by December 2014
 - d. Working document ready by June 2015
7. Data Security Policy for Handheld Devices - ONGOING
- a. Needed for continued security of University information
 - b. Will seek input on policy from new AD, Information Security
 - c. Draft of document by December 2014
 - d. Working document by March 2015
8. Online Learning Opportunities - ONGOING
- a. Currently looking to implement UCA Online
 - b. Complete University-wide program that will encompass all aspects of online education
 - c. Will champion the formation and support of fully online degree programs across UCA
 - d. Exploring possibility of 24/7 Blackboard Help Desk
 - e. Possibility to add other components to Blackboard
 - i. Community
 - ii. Content
 - iii. Mobile

Faculty Equity/Merit Distributions to Colleges

Academic Affairs received an equity/merit pool of \$250,000 for distribution to the faculty. The pool was allocated among the colleges based on comparisons of the median salaries of each college to the median salaries published by CUPA (The College and University Professional Association for Human Resources). The calculation of distribution by college is provided in the table below.

The amount allocated to each college was then distributed to the faculty by the deans and chairs.

Calculation of Merit/Equity Distribution by College For Fiscal Year 2014-2015

	CUPA		Faculty			Pro Rata
	% Under	Weighted (A)	Salaries (B)	A x B = C	% of C	Equity Allocation
COE	5.4%	2.36	\$2,547,134.00	\$6,010,456.19	9.2%	\$16,044
COB	4.0%	1.73	\$4,342,067.00	\$7,520,834.02	11.5%	\$20,076
CFAC	9.0%	3.91	\$4,872,807.00	\$19,067,741.13	29.3%	\$50,900
CHBS	2.3%	1.00	\$7,515,359.00	\$7,515,359.00	11.5%	\$20,061
CLA	3.5%	1.52	\$5,159,155.00	\$7,850,289.42	12.0%	\$20,956
CNSM	6.5%	2.84	\$5,445,314.00	\$15,483,465.41	23.8%	\$41,331
UC	6.6%	2.88	\$593,953.00	\$1,712,898.96	2.6%	\$4,572
Honors			\$328,426.00			\$1,000
Library			\$493,464.00			\$2,400
RCs			\$111,965.00			\$1,000
	37.4%	16.25	\$31,409,644.00	\$65,161,044.13	100.0%	\$178,340*

* Represents the pool of \$250,000 net of fringe benefits and conversion adjustments

New Academic Administrators

Filling existing positions

Ms. Amy Baldwin, Director of the University College

Dr. Stephanie Bellar, Dean of the Graduate School

Mr. Brian Corbin, Director of Transfer Services

Ms. Leigh Ann Denhartog, Director of the Academic Advising Center

Dr. Michael Hargis, Dean of the College of Business

Dr. Amy Hawkins, Director of the Instructional Development Center

Dr. Jacob Held, Director of the UCA Core

Dr. Jimmy Ishee, Dean of the College of Health and Behavioral Sciences

Ms. Jane Ann Williams, Associate Provost for Enrollment and Globalization

Mr. Terry Wright, Dean of the College of Fine Arts and Communications

Filling a new position

Dr. Chris Davis, Chief Technology Officer

DegreeWorks Update

For those who have not yet explored Degree Works functionality, here's the sixty-word summary:

The Degree Works system allows a student or advisor to run progress-toward-degree reports at any time or to create what-if reports to help make decisions about changing a major or minor. As we optimize our class scheduling processes, DegreeWorks can help a student and his/her advisor plan a schedule based on the classes that will be available in future semesters.

UCA's implementation of Degree Works went live for students, advisors, and faculty in March 2014. Only "cleared" for undergraduate advising at present, Degree Works is nonetheless accessible to graduate students and their faculty advisors, and early reports are that early adopters like what they see. Once testing of graduate level program information is completed and documented, the system will be cleared for all levels.

Staff in the Office of the Registrar and the Graduate School, with technical support from Information Technology, continue to develop and maintain the DegreeWorks system for both undergraduate and graduate programs. Watch for Degree Works training opportunities, coordinated by the Office of the Registrar.



Spring 2014 Commencement Ceremony

Digital Measures Update

- A Digital Measures Working Group (DMWG) is actively addressing issues related to Digital Measures functionality.
- Your Digital Measures administrator is Amber Hall, but your Provost's office contact person is Jonathan Glenn. Jonathan and Amber work with the DMWG to address concerns and requests that arise.
- College-specific guides are being completed to provide guidelines for inputting information.
- Additional training will be offered this fall. A survey will be sent to department chairs on August 28 requesting information about training needs. If you would like to participate, please let your chair know.
- The Office of Institutional Research has developed a web page to house Digital Measures updates and the most current campus documentation – guides, overview documents, and other updates. Point your browser to <http://uca.edu/ir/digital-measures/>.
- Currently we are conducting a single-college pilot of electronic submission for faculty annual self-evaluation and planning reports.
- Tenure-Promotion and Advancement application requirements are currently being assessed by the DMWG. The hope is to have a primary application ready for Fall 2015 applications. Eventually, we hope to provide an electronic process for review of Tenure-Promotion and Advancement applications.



2014 Leaders of the World Conference

Enrollment Management Update

RECRUITMENT INITIATIVES

- Data and Customer Relationship Management (CRM) Support for Recruitment
 - Exploring new systems; recognize that we are not seizing all of our opportunities to engage potential students.
- Partnerships with Two-Year Colleges
 - Infrastructure continually evolving and relationships being developed
- Residential Colleges and Recruitment
 - Newest residential college: HPaW (Health Promotion and Wellness)
- Graduate Student Recruitment
 - Usage of technology strategies to recruit new students
 - Increase travel to graduate school/professional school fairs
- Transfer Scholarship Recruitment
 - Lowered hour requirement

RETENTION INITIATIVES

- Student Success and Retention Council (SSRC)
 - Council has been meeting since March 2014. Currently working through all retention initiatives in July 2014 EM Plan and exploring other opportunities.
- Policy Development for Retention
 - **Academic Scholarships** – Students can now take May Intersession and Summer I classes to help with GPA and hour renewal requirements; lowered first year hour requirement to coincide with Lottery Scholarship; lowered GPA requirement for Leadership and University academic scholarships.
 - **Attendance Policy** – Taskforce to be developed for recommendation to Provost for AY 2014-15.
 - **Admissions Standards** – New admissions standards for traditional first-time undergraduates for Fall 2015 and Fall 2018; admissions standards for non-traditional first-time undergraduates, transfer, and international students still to be developed by Undergraduate Admissions Committee
- Data Collection and Intervention

- **MAP-Works** – Being rolled out to all first-time undergraduates this fall
- **GradesFirst** – Expanded to Office of Student Success and International Engagement, Fall 2014; planned expansion to AAC and Admissions, Spring 2015, and campus-wide, Fall 2015

- Communication for Retention
 - **Academic Program Guide** – Completion target January 2015
 - **Progress to Completion** – Communication plans to be developed during AY 2014-2015

- Academic Advising
 - Freshmen/Sophomore Advisors – Fall 2014: ten professional advisors hired with assignments in the academic colleges

- Office of Student Success Initiatives
 - Tutoring Services – All tutors now to be CRLA (nationally) certified
 - Summer Bridge Programs – Summer Start – Read for Success & Math Academy
 - UCA STEPS – The SSRC is exploring a transformation of UCAN by asking three questions: What students are at risk? How can we help them proactively? How can we follow through?
 - Supplemental instruction for high attrition/high failure courses – Expansion of program from 4 sections to 12 sections, Fall 2014



*2013 – 2014 Visionary Award Recipient
Dr. Peter Mehl*

Higher Learning Commission News

The November 2013 focused visit by a team from the Higher Learning Commission (HLC) resulted in a positive report from the team regarding the university's response to the Commission's concerns about comprehensive long-range planning at UCA. On February 24, 2014, the HLC's Institutional Actions Council (IAC) "concurred with the evaluation team's findings...." At the same time, the IAC approved UCA's request for authorization to offer the Doctor of Nursing Practice degree.

For the Commission's action letters (one of which is quoted above) and other information about the focused visit and its results, see the HLC channel in myUCA (Resources tab, right-hand side, three channels down). This channel also provides links to the Criteria and Core Components noted below.

The onsite visit for UCA's next comprehensive evaluation by the HLC will take place during the 2016–2017 academic year. It is particularly important to keep clearly in mind that this will be a comprehensive visit – not a focused one – and so will ask for a broader self-evaluation from us, based on the Higher Learning Commission's new Criteria for Accreditation and their Core Components.

Some general timeline projections:

Fall 2014	President forms and charges self-study steering committee. Steering committee organizes and begins work.
Spring 2015-Spring 2016	Develop evidence and narrative evaluating the university against the Criteria for Accreditation and their Core Components
Summer 2016	Final review, all criteria
August 1, 2016	HLC Assurance System Lock Date

Key Performance Indicators

University of Central Arkansas

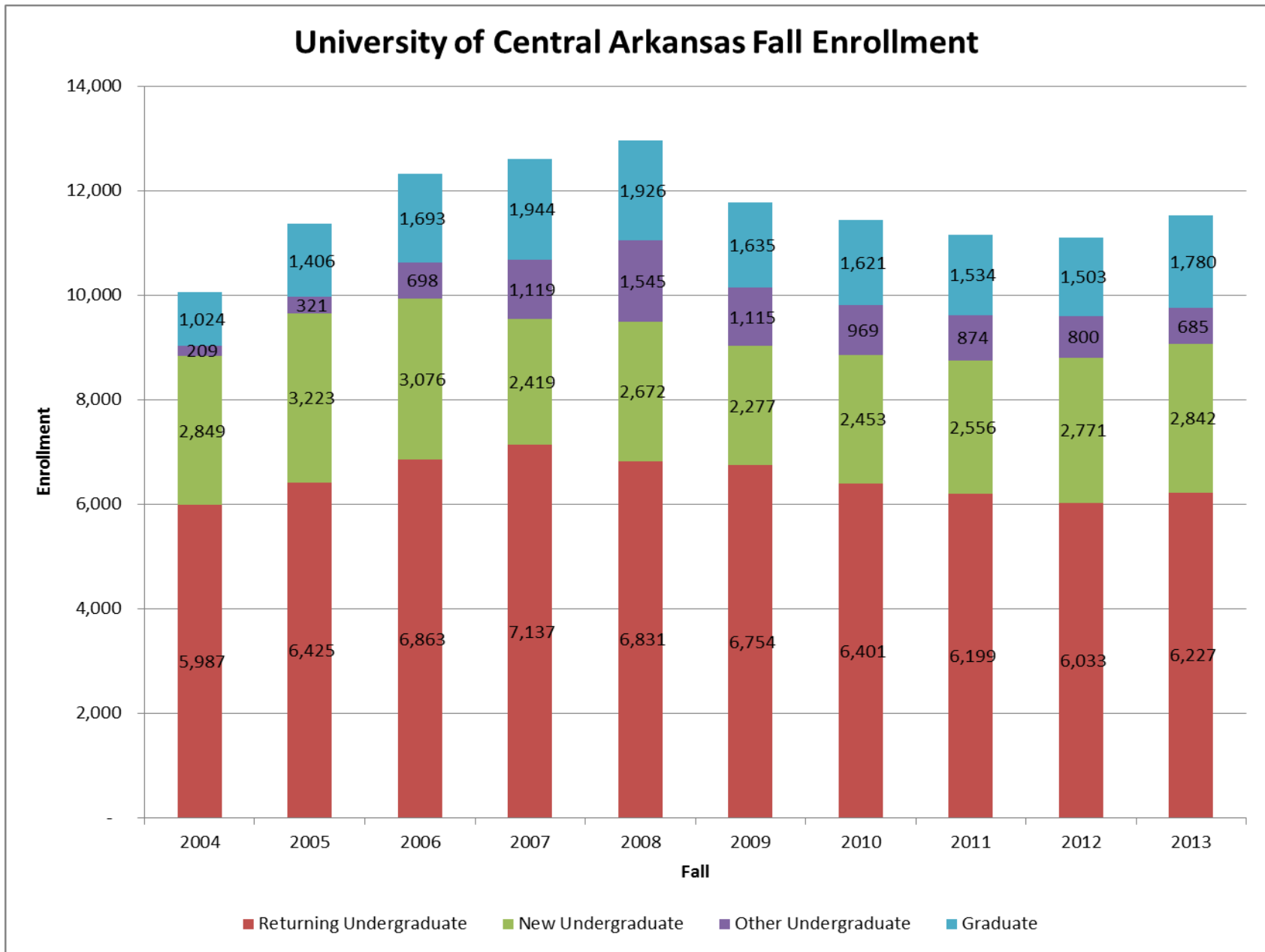
Key Performance Indicators: Annual Report Card

Key Performance Indicators	Actual					Goals						
Degrees/Certificates Awarded	FY 2008-09	FY 2009-10	FY 2010-11	FY 2011-12	FY 2012-13	FY 2013-14	FY 2014-15	FY 2015-16	FY 2016-17	FY 2017-18		
All Credentials	2,189	2,250	3,992	2,158	2,015	2,367	2,479	2,596	2,719	2,848		
Bachelor's	1,532	1,611	1,499	1,554	1,424	1,704	1,785	1,870	1,958	2,051		
Graduate	622	607	607	579	578	635	665	696	730	764		
NSSE-Level of Academic Challenge	2009	2010	2011	2012	2013	2014	2015	2016	2016	2017		
Freshman	52.5	N/A	N/A	51.7	N/A	N/A	>53.8	N/A	N/A	>53.8		
Seniors	57.7	N/A	N/A	59.6	N/A	N/A	>57.9	N/A	N/A	>57.9		
Financial Status - Composite Financial Index	FY 2008-09	FY 2009-10	FY 2010-11	FY 2011-12	FY 2012-13	FY 2013-14	FY 2014-15	FY 2015-16	FY 2016-17	FY 2017-18		
	0.71	2.10	2.31	1.92	2.30	1.5-2.5	1.5-2.5	1.5-2.5	1.5-2.5	1.5-2.5		
Undergraduate SSCH taught by full-time faculty	Fall 2009	Fall 2010	Fall 2011	Fall 2012	Fall 2013	Fall 2014	Fall 2015	Fall 2016	Fall 2017	Fall 2018		
	86.9%	91.8%	91.1%	90.5%	90.7%	≥90.0%	≥90.0%	≥90.0%	≥90.0%	≥90.0%		
Enrollment	Fall 2009	Fall 2010	Fall 2011	Fall 2012	Fall 2013	Fall 2014	Fall 2015	Fall 2016	Fall 2017	Fall 2018		
Undergraduate (includes HS concurrent)	10,146	9,823	9,629	9,604	9,754	9,962	10,449	10,823	11,477	12,075		
Graduate	1,635	1,621	1,534	1,503	1,780	1,780	1,819	1,981	2,025	2,060		
Total Enrollment	11,781	11,444	11,163	11,107	11,534	11,742	12,268	12,804	13,502	14,135		
Enrollment of racial/ethnic minority students as a percentage of total enrollment	Fall 2009	Fall 2010	Fall 2011	Fall 2012	Fall 2013	Fall 2014	Fall 2015	Fall 2016	Fall 2017	Fall 2018		
Undergraduate	20.3%	22.5%	22.9%	24.9%	26.2%	≥25.0%	≥25.0%	≥25.0%	≥25.0%	≥25.0%		
Graduate	11.4%	13.3%	14.1%	13.2%	15.6%	≥15.6%	≥15.8%	≥16.0%	≥16.2%	≥16.4%		
External Funding	FY 2008-09	FY 2009-10	FY 2010-11	FY 2011-12	FY 2012-13	FY 2013-14	FY 2014-15	FY 2015-16	FY 2016-17	FY 2017-18		
Sponsored Funding/Grants	\$4,139,027	\$8,670,846	\$7,703,720	\$5,090,608	\$4,076,954	\$4,280,802	\$4,494,842	\$4,719,584	\$4,955,563	\$5,203,341		
Private Funds (new gifts and pledges)	\$11,513,388	\$4,035,341	\$3,327,982	\$4,190,052	\$3,831,542	\$4,023,119	\$4,224,275	\$4,435,489	\$4,657,263	\$4,890,127		
Persistence to Graduation	AY 2008-09	AY 2009-10	AY 2010-11	AY 2011-12	AY 2012-13	AY 2013-14	AY 2014-15	AY 2015-16	AY 2016-17	AY 2017-18		
	78.1%	79.2%	79.9%	77.4%	77.0%	≥80.0%	≥80.0%	≥80.0%	≥80.0%	≥80.0%		
First-time Undergraduate Cohort Six-Year Graduation Year	Fall 2006	Fall 2007	Fall 2008	Fall 2009	Fall 2009	Fall 2010	Fall 2011	Fall 2012	Fall 2013	Fall 2014	Fall 2015	Fall 2016
	2012	2013	2014	2015	2015	2016	2017	2018	2019	2020	2021	2022
Retention Rate	Actual								Goals			
Fall-to-fall, year 1 to year 2	70.8%	72.5%	71.3%	73.4%	73.4%	69.0%	70.2%	69.8%	73.8%	76.0%	81.0%	86.0%
Fall-to-fall, year 1 to year 3	57.2%	58.3%	57.1%	59.6%	59.6%	54.9%	56.2%	56.9%	59.0%	61.0%	66.0%	71.0%
Graduation Rate (includes associate's degree)	Actual					Goals						
4-year graduation rate (100% completion time)	23.0%	21.0%	22.0%	21.0%	21.0%	23.0%	23.5%	24.0%	24.5%	25.0%	30.0%	35.0%
6-year graduation rate (150% completion time)	40.8%	41.0%	43.0%	41.0%	41.0%	44.0%	45.5%	47.0%	48.5%	50.0%	55.0%	60.0%

Prepared by: Office of Institutional Research

12/4/2013

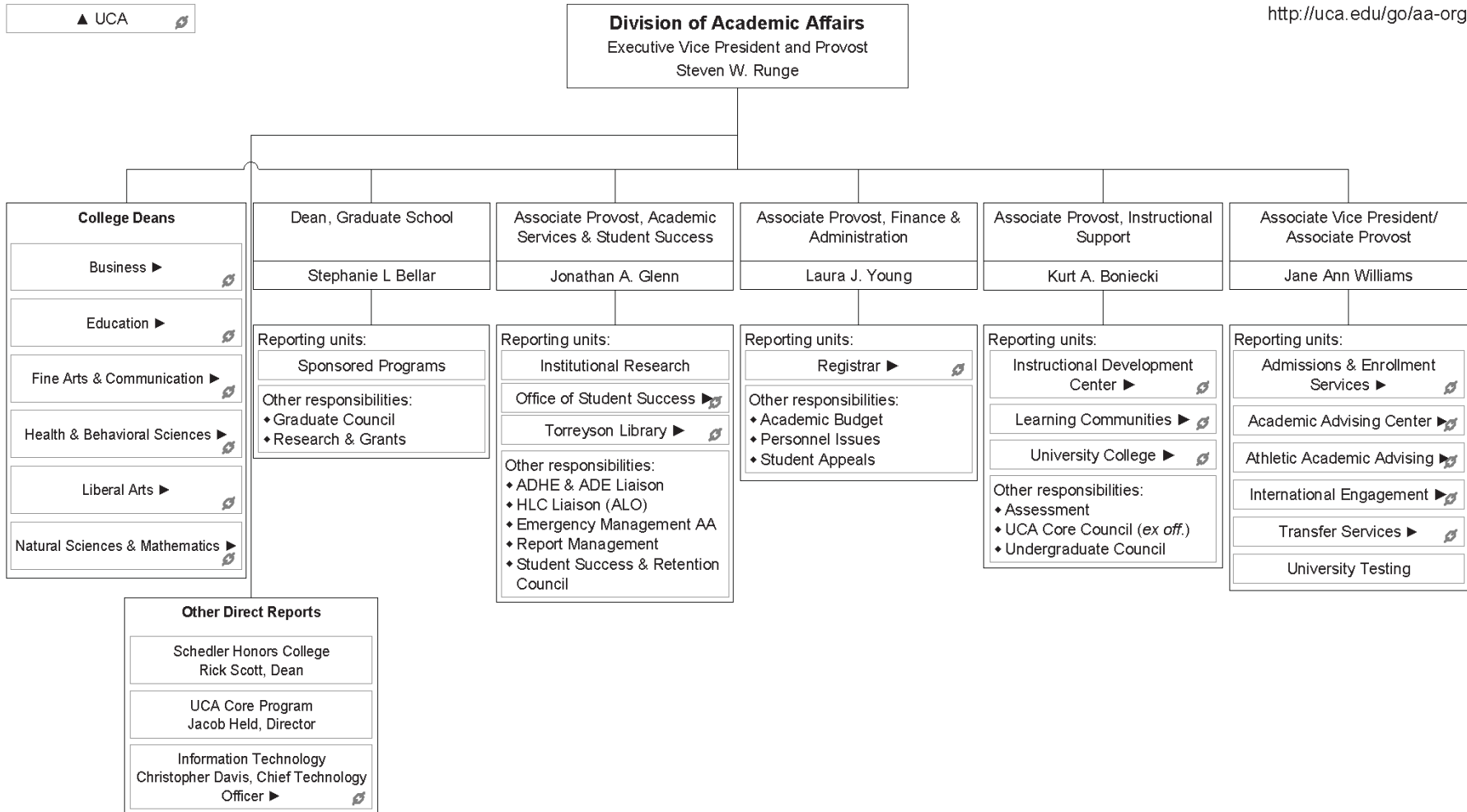
UCA Fall Enrollment



University of Central Arkansas

Division of Academic Affairs

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July 2014.2

UCA Core Update

Last year was a key transitional period for the UCA Core. We all have the late Joanna Castner Post to thank for her hard work as she brought to fruition our new UCA Core. I am honored and excited to have the opportunity to build off of her success and bring the Core even closer to the ideal we all want it to be. Below are a few key updates on the current status and implementation of the UCA Core.

- The General Education Council has been renamed the UCA Core Council and its membership reformulated to more equally represent all campus constituencies. Elections within colleges will begin shortly.

UCA Core Council Membership will now consist of:

1. One department chair elected from each of the six academic colleges.
2. Two faculty members elected from each academic college with at least one holding the rank of assistant professor or above.
3. One faculty member elected by the University College faculty.
4. One faculty member elected by Honors College faculty.
5. Two students are invited to serve as members of the council, one representing the Student Government Association and one representing Alpha Chi.

The associate provost for instructional support, director of the library, and the registrar are ex-officio, non-voting members.

- The pilot program for the UCA Core assessment rubrics produced a great deal of feedback. I would like to thank all faculty who submitted their feedback. With the consent of the Gen Ed council and under the direction of the Associate Provost for Instructional Support, this summer a task force compiled suggested revisions to the rubrics in light of this feedback. These revisions will be put before the Core Council this fall.
- All departments/programs except for a handful have proposed and implemented upper division core courses. By the end of the fall 2014 semester all programs and departments will have courses approved for the upper division core. Once all UD Core courses are extant, a list of all upper division core courses will be compiled to assist each program and department in advising their students.

I am looking forward to an exciting fall. The core is in transition, but we have learned a great deal this past year. So if all goes well, after this transitional fall semester we'll have a fully implemented UCA Core, one we can proud of, and one that most importantly will serve our students well.

Dr. Jacob Held
Director, UCA Core

Academic Deans and Associate Provosts



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Dean
College of Natural
Sciences & Mathematics



Dr. Jimmy Ishee
Dean
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Behavioral Sciences



Dr. Michael Hargis
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Honors College



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Communication



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