**Minutes**

**UCA Faculty Senate**

**November 30, 2017**

**Wingo 315, 12:45 PM**

Attendance:

College of Business: Lewis-p, McMullen-p, McCalman-a

College of Education: Feng-p, McClellan-p, Barnes-p

College of Fine Arts and Communication: Walter-aa, Dahlenburg-aa, Talbot-p

College of Health and Behavioral Sciences: Demers-aa, Morris-p, Lowder-p

College of Liberal Arts: Willis-p, Burley-p, Pauly-p

College of Natural Sciences and Mathematics: Bratton-p, Padberg-p, Peppers-aa

At Large: Spivey-p, Winden-Fey-p, Eskola-p, Bogoslavsky-p, Forbush-p, Wilson-p

FS President Duncan-p, FS Vice President Mehta-p, President Davis-aa, Interim Provost Hargis-aa

Guests in Attendance:

Dr. Kurt Boniecki, Associate Provost for Instructional Support

Dr. Kaye McKinzie, Chair of Faculty Handbook Committee

**Introduction Items:**

1. Comments – President Davis is in China, no president comments.
2. Comments—Associate Provost Kurt Boniecki.
   1. No official report.
3. FS President Updates.
   1. FS Pres Duncan: Provost Search.
      1. Had a productive conference call with Parker search firm 11/28/17. Handout/summary given to Senators. Parker requests help from UCA community encouraging qualified individuals from their professional networks to apply (encourage senators to participate).
      2. Currently have 11 candidates, which is lower than the national average because of Arkansas FOIA laws. It is anticipated that many will wait until the end of application period to submit all materials.
      3. Parker is concerned that folks from UCA have not made many nominations. We should be reaching out to our academic networks outside of UCA to make nominations.
      4. Email from FS Pres Duncan 11/29/17 has appropriate links to submit nominations (also available at uca.edu/provostsearch).
         1. Senator McMullen: Parker lists a “concern” of location in Conway, AR—is that because people do not want to come to Arkansas?
            1. FS Pres Duncan: Arkansas is not so much the issue but people indicate they are not familiar with Conway specifically. No knowledge makes them a little bit wary. This is why we need to be reaching out to people, to let them know that Conway is a good place and we like it here. That will really help.
      5. Some of the leadership concerns are just that we have a new president who has not been in place very long.
      6. Please pay attention to what the advertisement highlights. It is very reflective of the concerns that we shared with President Davis and via the google form this summer. That information went directly to the search firm and they listened.
      7. Senator Morris: How many candidates are they expecting? What would be good number?
         1. FS Pres Duncan: They would like 60 nominations. Currently HAVE 24 nominations so we are below average there.
   2. FS Pres Duncan: Blackboard Information.
      1. In our 10/10/17 meeting, Roger Gelwicks (on behalf of Tonya McKinney) asked us about specific date for upgrading Blackboard. However BB does not have that date available, so Tonya McKinney asked for blanket resolution for future possible updates.
      2. However, since we have some possible changes in IST and other technology in the future, it may be unwise to make decisions/resolutions about that at this time.
   3. FS Pres Duncan: Wellness Firm Review.
      1. This has been an ongoing process. Search for wellness coordinator failed this summer. Currently have RFP out to see if we can get a wellness firm to coordinate with WellVibe to meet our needs. Four Candidates will be brought in during finals week for campus visits. Presidents of Faculty Senate and Staff Senate will be part of this. Input can be made through your reps on the EBAC (Employee Benefits Advisory Committee) and Wellness Committee.
         1. Senator Eskola: All EBAC/Wellness meetings with candidates will be open. Will send the dates later and get it on the FS calendar.
         2. FS Pres Duncan: Alicia Landry (Chair of Wellness Committee) will have a report on the Wellness Committee for the next FS meeting. Victor Puleo will have an updated report from EBAC at this meeting, as well.
         3. Senator Morris: Will Senate be made aware of cost difference between hiring a coordinator vs. hiring a firm?
            1. Senator Eskola: We do not have that yet, but they will be providing cost information.
         4. FS Pres Duncan: RFPs indicated had to be very specific about all associated costs.
         5. Senator Eskola: Please do not hesitate to send me questions/concerns.
         6. Senator Morris: Have we looked at what other institutions do with regards to hiring firms or coordinators? Will that info be made available?
         7. FS Pres Duncan: Alicia Landry will have that information.
4. Subcommittee Reports
   1. Academic Affairs (Advising), Senator Morris
      1. Please see file Academic Affairs Report 11-30-17 on FS website
         1. Senator Morris: Committee has been working with Kurt Boniecki and Advising Center folks. Looking forward to continued work. Grand Valley State and Appalachian State are good examples and their data is listed in the report. Discussed some revisions to file.
         2. UCA students need consistent career guidance (different from academic advising).
         3. Three fold issues with academic advising.
            1. DegreeWorks does not communicate with Banner.
            2. Disconnect between advising center and advisors in colleges/departments.
            3. Graduation applications are cumbersome and not efficient/effective.
         4. Outlined/highlight Grand Valley State formula which is included in the file above.
   2. Faculty Affairs I, Senator Spivey
      1. Please see file Faculty Affairs I Report and Appendices 11-30-17 on FS website.
      2. Senator Spivey: Our charge is to look at issues related to NTT Faculty (all listed in report, please see file). Some of these are being put on hold until a new provost is in place. All other content is outlined in the report.
      3. Senator Spivey: Today would like to focus specifically on the phased retirement aspect. Phased retirement is not guaranteed upon application. Granting it must be approved from level on upward. Wanting to allow full time faculty who are at least 55 years old and been at UCA at least 10 years the opportunity to apply.
      4. Senator Padberg: This is just recommending a change to current board policy. It will be a change that has a fairly small effect in terms of numbers of people who receive the phased retirement benefit.
      5. Senator Feng submitted the following concerns/edits about the report via email:
         1. I had a concern about expanding phrased retirement and that's the result of a meeting with departmental our dean. We don't have all the information regarding its full impact on the budget of the department, the college and the university. We probably need to investigate that before we make any informed decisions.
         2. Regarding tenure for NTT Lecturers, I suggested we conduct a survey, fully explain the pros and cons, and let them make informed decisions on that. Our recommendation should be based on the input we collect from NTT Lecturers. I don't anticipate any increase in budget if we offer tenure status to NTT Lecturers.
      6. Senator Feng: A chair in my college was concerned about where funds to cover this will come from.
      7. Senator Padberg: I talked to my chair, funds to cover this can actually come out slightly in UCA’s favor because you are only paying the faculty member half of their salary for half class load and the other half of the class load can be covered cheaper via overload or adjunct pay.
      8. Senator Feng: A department in the College of Education lost a line when someone went through phased retirement. We do not have enough information.
      9. Senator Eskola: Loss of line can happen not just with phased but regular retirement or resignation because there is a re-evaluation process.
      10. Senator Willis: This does not mean that all who apply for phased will get it. This is just about who is eligible to apply.
      11. Senator Padberg: 26 faculty have taken phased retirement over the past 10 years. Currently have 6 on phased retirement. So, this does not happen very often.
      12. Senator Burley: Discussed the fora held by the provost with the different colleges in AY 2015-2016 regarding tenure for senior lecturers
      13. Senator Spivey: Senator Talbot looked at advancement processes for senior lecturer.
      14. Senator Talbot: Looked at Faculty Handbook to determine what might be needed and to think about the process of tenure for senior lecturers. Have been looking at models for possible timelines. Want to survey NTT faculty specifically to get their perspectives.
      15. Senator Burley: While we have the chair of Faculty Handbook Committee in the room, can we remove the wording for multi-year appointments from the handbook? They are no longer a possibility and admin has promised to never reinstate those.
      16. FS Pres Duncan: That has already been done.
   3. Faculty Affairs II, Senator Burley
      1. Please see file Faculty Affairs II Report 11-30-17 on FS website.
      2. Senator Burley: For a while we have had the problem of who is keeping track of committees. Originally we wanted to take all committees completely out of Faculty Handbook and create separate super-committee that oversees all committees. Ran into some problems with this approach and do feel that there are some faculty committees that need to stay in handbook. Please see file above for lists of membership.
      3. Dr. McKinzie: Staff and SGA have felt that they do not have proper representation and cannot get structures changed because that requires changing Faculty Handbook. Faculty Handbook Committee gives them no representation but holds the power to determine their representation. Some are faculty specific and belong in handbook. Others maybe not. This comes down to who wants to do the work to implement these changes? Do you want handbook to put in the work? Do you want your subcommittee to put in the work? If FHBC does the work and Faculty Senate changes it, then changes have to come back to FHBC for approval. If Faculty Senate does it, it also has to come back to FHBC.
      4. FS Pres Duncan: Do we want Faculty Senate subcommittee to this or FHBC to do this?
      5. Senator Forbush: It would be good to discuss it in Faculty Senator before it goes to FHBC. Suggest subcommittee brings something forward in January.
      6. Dr. McKinzie: We are just looking at Chapter 7 with this. FHBC is not designing the aforementioned super-committee
      7. FS Pres Duncan: We have a plan of action for the Faculty Senate subcommittee.

**Action Items:**

**Motion to bring all action items to the table McMullen second by Padberg**

**Motion passes**

1. Approval of Minutes (11-14-17).
   1. Motion by Senator Eskola, seconded by Senator Lewis.
   2. Motion passes.
2. Consideration of AAUP Resolution to Support U of A—Senator Burley
   1. Please see file Resolution on U of A Board Policy 405.1 11-30-17 on FS website.
   2. Motion to approve by Senator Burley seconded by Senator Wilson.
   3. Discussion:
      1. Senator Burley: University of Arkansas BOT has proposed changes to their Faculty Handbook in secret with no input from faculty (had been working on it behind the scenes for a long time-discovered through FOIA). Removes time of one year for post tenure review. If administrator gives negative review, faculty can be dismissed immediately. Basically removes post tenure review.
      2. FS Pres Duncan: Most of this information is in the AAUP Alert on FS website from the 11/14/17 Faculty Senate Meeting.
      3. FS Pres Duncan: Describe what you want us to do with this resolution.
      4. Senator Burley: If the flagship institution in Arkansas does this, it will have repercussions on the whole state (difficulty recruiting and retaining faculty, etc.). I used word “condemn” which might be a little strong, but could not come up with different wording.
      5. Senator Forbush: Concern, need to add “University of Central Arkansas” to Faculty Senate in first point to be more clear.
      6. FS Pres Duncan: In your discussion did you also want this to go to UCA BOT? Just wanted to clarify.
      7. Senator Burley: No.
      8. Senator Winden Fey: Should we also send it to U of A Faculty Senate?
      9. Senator Burley: Yes, I will share it informally.
      10. Senator Lowder: Should we send this to UCA BOT?
      11. FS Pres Duncan: We can do that informally, as well. I will do that next meeting.
      12. Senator Lowder: Can we add that this is unanimous if it passes that way? Would have more impact.
      13. Senator Forbush: If that happens, we can make note.
   4. Motion passes
      1. Note: The decision was unanimous.
3. Consideration of Resolution for Extending Phased Retirement (Appendix B)—Senator Spivey and Senator Padberg
   1. Please see file Resolution Phased Retirement Option for Senior Lecturers 11-30-17 on FS website.
   2. Motion to approve by Senator Eskola (no second needed because it came directly from committee).
   3. Discussion:
      1. Senator Eskola: This is not increasing total number of people on phased retirement. Just increasing the number of faculty who have the opportunity to apply. This is just fair for faculty members who have been here a long time.
      2. Senator Padberg: If we do some extrapolation, if NTT faculty chose this at same rate as TT faculty then we might have two more per year.
      3. Senator Bratton: I do not understand phased retirement. If you are going to get up and come to work might as well teach a full load and get a full paycheck.
      4. Senator Forbush: Basically we are just removing requirement for tenure. We are asking the UCA BOT to make this amendment
      5. Senator Spivey: I support this resolution. It is an extension of work done in Spring 2017 trying to grant more privileges for NTT faculty and increase shared governance.
      6. Senator McClellan: Wording clarification on all full-time continuing faculty.
   4. Motion passes.
4. Constituent Concerns (includes items submitted via form on FS website and content emailed to senators directly).
   1. *I have spoken to at least half a dozen faculty members over the past couple of years who have actively wanted their children to attend UCA. However, it is difficult to get a teen to even consider a university when they feel like the school doesn't want them. These parents say their students might receive one postcard and absolutely no emails. In the meantime, UA, ASU, Hendrix, and Harding (among others) are sending constant communications Some faculty think the school actively avoids contacting their children because they get a discount; others think this is just the norm. I actually don't think UCA is avoiding students, but I do think it's important to clear up the point. I also would be curious to know the marketing plan for in-state students. The faculty I have talked to have children across the spectrum -- they have attended both public and private schools, and many have been at the top of their classes.*
   2. *Several constituents in CNSM (and I) have concerns about the recent tax bill which was passed in the US House of Representatives. This bill declares tuition/fee scholarships that graduate students receive to be taxable income. This will have devastating effects upon graduate education in our country, and will be catastrophic to the graduate programs at UCA. Currently, speaking for the Biology program, our MS graduate students receive a $9000 annual stipend (and are typically barely able to make ends meet), and a tuition scholarship of approximately $6000 per year. This tax bill will more than triple the typical grad student’s tax burden – from ~$250 to ~$865. This may not seem like much to many faculty members, but this increase is the equivalent of a month or two of rent for these students, depending on their situation. Overall, based on UCA having approximately 450 graduate students – this is an increase of $270,000 annually. Is UCA prepared to provide support or assistance to these students to compensate for this burden? Does UCA have an official stance on this tax hike? A clear statement and policy by the UCA administration and the Graduate School regarding this proposed tax change could help reassure us that our graduate programs will be appropriately supported by UCA if this change occurs. Additionally, this tax change will declare the 80% tuition benefit/waiver for UCA faculty and staff as taxable income. This will drastically affect many employees of UCA who make relatively modest salaries, but are either taking classes themselves or have children attending UCA. This tax change will affect retention of both employees and students at UCA. What is the official stance of the UCA administration regarding this change, and are policies being considered which will reduce the impact if this tax policy change is signed by President Trump?*
   3. *It is time for UCA to start respecting women of all races, religions, ages, sexual orientations, sizes, appearances, academic disciplines, economic classes, personal choices, etc., and establish an authentic culture of equal power. It is well known across UCA which men and women are demeaning and behave inappropriately, and it is impossible to tell a supervisor when they have been disrespectful. These actions are both private and public. For example, look at page 23 of the fall issue of the UCA Magazine. The article about Women in STEM shows with a photograph of a female academic, an associate professor, sitting in a red chair. The pose in this photograph does not portray a professional academic, and no male academic would pose in a chair in this same position. Sadly, the editor of this publication is the same person who created posters that said, "Welcome to UCA. Meet all the other freshman, three of which will be your future bridesmaids," and this person continues to promote public disrespect. Disrespect of women is a major problem across the US and here at UCA too. We hope faculty senate will take action to help our administrators make it stop.*
   4. *Will there be an official university statement regarding the approved 1.5% faculty raise?*
   5. *How are faculty transfers from department to department handled? Should there be an official procedure for such transfers?*
   6. *I encourage the Faculty Senate to back the AAUP resolution on UA Board Policy 405.1, which amounts to an assault on faculty free speech and an undermining of tenure's protections. The policy's drafting also violated principles of shared governance. Faculty beyond the borders of rogue institutions need to speak out if they wish to stop the spread of such hostile, corporate-minded initiatives.*
   7. *Senator Eskola: Are we going to get a report from the Provost’s Faculty Workload Task Force?*
   8. *Senator Eskola: Will Senate continue to analyze workload?*
   9. *Senator Pauley: On November 29, my son (who is a student here) had a problem that required the assistance of the UCA Police Department. Officer Tory McManis showed the highest degree of professionalism and skill in rendering assistance. Officer McManis should be commended for his outstanding service to our community.*

**Reminders:**

1. Google Form for Constituent Concerns, let people know follow-up.
   1. Email sent to senators reminding all of how to access and check this.
2. Next Senate Meeting—Tuesday December 12 @ 11:00-12:30 (FS Email and Calendar for reminders).
3. Faculty/Staff Senate Office hours 12:30-1:30 @ Blue Sail 3rd Tuesdays.
4. Planning Spring 2018—No courses at 2:40.