

UCA Faculty Senate

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Part-Time Faculty Social Security

Thanks especially to the hard work of part-time representative, Deb Forssman Hill and her committee, as well as the determination of the faculty senate and UCA administration to do right by our part-time faculty, UCA now contributes to social security for all part-time faculty thus affording them the same benefits and protections full-time faculty enjoy.

Until recently UCA did not contribute to social security on behalf of part-time faculty thus saving the university money at the cost of opening up part-time faculty to the insecurity of not being vested in social security should illness, disability, or other circumstances render them unable to work.

Faculty senate also addressed the fact that

part-time salary (\$2,600 per 3 credit hour course) has been stagnant for many years. Unfortunately the raise to \$3,300 did not make it out of SBAC. In addition, the issue has been raised that part-time faculty are not afforded COLA even when the rest of campus is. These issues will require attention in the future.

Thanks to the executive staff:

- President, Don Bradley
- Vice President, Ben Rowley
- Parliamentarian, Amber Wilson
- Secretary, Jacob Held

UCA's Non-Discrimination Policy

Thanks to the hard work of the faculty senate, and the persistence of several strong advocates across campus, not to mention the support of the SGA, UCA's Board of Trustees adopted a new non-discrimination policy that acknowledges sexual orientation, as well as familial status and military status among others. This was a much needed update to UCA's antiquated non-discrimination policy, and faculty senate was instrumental in bringing

about these changes.

The new language reads:

"The University of Central Arkansas is an affirmative action/equal opportunity institution dedicated to attracting and supporting a diverse student, faculty and staff population through enhanced multicultural learning environments and opportunities. In keeping with its nondiscrimination policy in employment, admissions and other functions and programs, the university considers employees and students on

the basis of individual merit and will not discriminate against a person on the basis of gender, race or color, ethnicity, religion, spiritual beliefs, national origin, age, familial status, socioeconomic background, sexual orientation, disability, political beliefs, intellectual perspective, genetic information, military status, or other factors irrelevant to participation in its programs." (Board Policy 502)

Lactation Suites



After it was brought to light in faculty senate that UCA did not have facilities on campus for breastfeeding women to either feed their children, or express breast milk, a committee was formed to assess the situation. Need was assessed and resources located. As a result a proposal was brought before the faculty senate by Dr. Angela Webster-Smith. Seeing the need for these

resources the faculty senate donated \$5,500 for the development of lactation suites across campus. With the added donations from SGA and staff senate nearly \$10,000 was allocated to this project. Three facilities will open at the end of April. One in Old Main – many thanks to Dr. Chris Craun for donating space and for his advocacy in this matter; Torreyson library

– Thanks to Art Lichtenstein and the Library Faculty and Staff; and in the student health center. These facilities provide needed resources for new mothers and demonstrate UCA's commitment to meet the needs of our diverse student body.

Tuition Remission for Graduate Courses

See: <http://uca.edu/hr/home/frequentlyaskedquestions/tuitionremission/>

In an effort to provide greater benefits to faculty and their families the senate executive committee recommended, President Courtway advocated for, and the Board of Trustees passed a tuition remission of 80% for employee spouses who wish to attend graduate school at UCA. This is in addition to the tuition remission already in place for employees, spouses, and children on

undergraduate courses.

From Board Policy 623:

"Employees, the spouses of employees, and/or the children of employees will pay an amount equal to 20% of regular in-state registration and applicable eligible fees for undergraduate courses.

Employees and the spouses of employees will pay an amount equal to 20% of the regular in-

state registration and applicable eligible fees for graduate courses.

Graduate degree fee discounts are not available for the children of employees.

UCA On-Line

The faculty senate has also been diligent in monitoring and providing input on UCA On-line, UCA's initiative to offer degrees and degree programs on line. Senate has advocated strongly for incentives, remuneration, and

support and the administration has listened and responded. Nobody will be forced to offer on-line programming and resources are being made available to support those that currently offer and those that wish to develop and offer on-line

courses and programs in the future. But just as with concurrent enrollment this will be a perennial issue so faculty senate must remain vigilant and continue to voice the concerns and protect the interests of faculty and students.

Senate Stands on Concurrent Enrollment

Over the course of this academic year, the faculty senate consistently provided strong feedback to upper administration, especially the office of the provost as well as the president, on the expansion of UCA's involvement in concurrent enrollment. Voicing concerns about previous poor practices with respect to concurrent

enrollment, stressing the need to maintain standards and integrity even in light of our competitors skirting these same standards, the faculty senate consistently stood up for academic rigor and high standards in the face of pressure to expand concurrent enrollment offerings. We stood up and stood up hard against

random and large-scale indiscriminate expansion of concurrent enrollment into associate's degree programs. But this issue will be a recurrent one and so faculty senate will need to remain vigilant as well as open and receptive to proposals to expand these programs so long as they are consistent with UCA's high academic standards.



Attendance and Other Concerns

A recurrent issue and concern among faculty has been the amount of absences that student athletes accrue during the semester. Often times missed classes involve missed work that can't be made up or the missing of invited speakers or other unique opportunities that require a student's presence in class. In order to get a better understanding of this issue faculty senate

invited representatives from athletics to address the senate, and charged a sub-committee with investigating a university attendance policy.

The committee, under the direction of Senators McKinzie and Craun circulated a survey to all faculty, received a great deal of input and reported back to faculty senate. The response seemed to indicate that faculty

valued flexibility in creating and enforcing their own attendance policies but would appreciate greater support when enforcing these policies.

Faculty senate also addressed various concerns regarding the bookstore, inventory problems, and the "gag order" regarding advising students to seek books elsewhere.

For further details about any issues in this newsletter please consult the faculty senate minutes, located at: <http://uca.edu/facultysenate/meeting-schedule-agendas-and-minutes/>

President Don Bradley Announces Retirement

President of Faculty Senate, Executive Director of the Small Business Advancement National Center (SBANC) and Professor of Marketing Dr. Don Bradley, III announced his retirement this year.

Dr. Bradley has served UCA for many years and been an advocate for the university and faculty during that time culminating in his term this past year as president of faculty senate. Please join us

in thanking Dr. Bradley for his service to the faculty senate, college of business and university, and in wishing him well in his future endeavors.

For more from the Faculty Senate including past agendas and minutes as well as your senators' contact information visit our website at:
<http://uca.edu/facultysenate/>

Newest Senators and Incoming President

Welcome to incoming Senate President Ben Rowley.

Welcome to our newest senators, and good luck in the upcoming academic year:

CLA: Taine Duncan

CoEd: Nancy P. Gallavan

CFAC: Garry Craig Powell

CFAC (Replacement): Larry Dilday

CoB: Kaye McKinzie

CNSM: Rahul Mehta

CHBS: Denise Demers

At-Large:

Julia Winden Fey

Phillip Spivey

Faculty Senate Spends Coca-Cola Funds

After a great deal of debate and much deliberation the faculty senate allocated \$34,000 of funds made available through UCA's recent contract with Coca-Cola.

Many proposals were considered, and in the end the faculty senate decided to allocate \$22,000 to a fund

for ergonomic chairs. These chairs will be available to full-time faculty on a first come, first served basis.

In addition, senate allocated \$12,000 for picnic tables/benches across campus.



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