

AGENDA

UCA Faculty Senate



Thursday, February 26, 2009

Wingo 315, 12:45 p.m.

- I. Approval of minutes from February 10, 2009 (see Attachment 1)
- II. President's report
 - A. Update on presidential search
 - B. Budget Advisory Committee
 - C. Faculty Handbook Committee
 1. Minutes (see Attachments 2 and 3)
 2. Resolution: Temporary Suspension of the Distance Education/Extended Learning Advisory Committee (see Attachment 4)
 - D. Committee Charge
 1. *Academic Affairs: Conduct a review of the charge and membership of the Distance Education/Extended Learning Advisory Committee and provide a recommendation to the Faculty Senate.*
- III. Committee reports
 - A. Executive Committee
 1. Resolution: Online Student Evaluations of Faculty (see Attachment 5)
 2. Resolution: Mandatory Academic Success Workshops for Students on Academic Probation or Suspension (see Attachment 6)
 3. Recommendation from the Library Committee: Library Fee (see Attachment 7)
 - B. Committee on Committees
 - C. Academic Affairs
 - D. Faculty Affairs I
 - E. Faculty Affairs II

IV. Announcements and concerns

A. Faculty concerns and announcements

B. Next meeting: March 10, 2009, at 12:45 p.m.

V. Adjournment

ATTACHMENT 1

Minutes

UCA Faculty Senate
Tuesday, February 10, 2009
Wingo 315, 12:45 p.m.

President Boniecki called the meeting to order at 12:46 p.m. Present were Boniecki, Parrack, Seifert, Ray, Jones, Castner-Post, Lichtenstein, McCullough, Powers, Wiedmaier, Lance, Isom, Schaefer, Mehta, Rospert, Johnson, Acre, Holden, Moore, Fletcher, Castro, Albritton, Hebert, Runge, Bell, and Provost Grahm.

I. Approval of Minutes from January 22, 2009. (see Agenda Attachment 1)

Senator Holden moved to approve minutes with second by Senator Ray. Motion passed approving the minutes with no corrections.

II. President's Report.

A. Update on presidential search:

The Search Committee met on February 2. Most of the time in executive session was spent discussing the applicants received to date. There are 15 applications and 4 nominations as of today.

The Board of Trustees met on Friday, February 6, and voted for Jack Gillean and Dr. Denver Prince (Physics Dept.) to be co-chairs.

March 1 is deadline for acceptance of applications.

Question- Provost Grahm: Has there been a discussion about how the finalists will be vetted?

Response- President Boniecki: Yes, the vetting procedures were voted on and decided by the search committee.

Comment- Provost Grahm: It would be nice if Finalists could publicly address the UCA community before May commencement so that all constituencies are available to attend.

Response- President Boniecki: I will oppose interviews being held while most faculty are not on campus.

B. Address to the Board of Trustees:

President Boniecki stated that he again reminded the BOT that we should be very selective and not hasty in making a decision about the next president. Additionally, he made comments regarding the budgetary constraints and how it is affecting the faculty. He emphasized budgeting to the core mission of education.

Question- Senator Holden: Does the Governor have a say in this process?

Response- President Boniecki: Not to my knowledge.

Comment- Senator Holden: The Governor did during the last presidential search.

Question- Senator Lichtenstein: What's the difference between applicants and nominees?

Response- President Boniecki: The search committee is dealing with that issue. Some applicants have requested to keep their application confidential. We are working under the constraints of the FOI.

Question- Senator Johnson: Do you have any idea if a search firm will be employed?

Response- President Boniecki: The search committee is deliberating this issue. I personally believe we do need to hire a search firm.

C. Faculty Handbook Committee:

1. Minutes (see Agenda Attachment 2): The minutes are attached from the first meeting. Forward input to President Boniecki for Faculty Handbook.
2. Resolution: Changes to APAC (see Agenda Attachment 3)
Senator Ray motioned to approve changes with second by Senator Seifert. Motion passed approving the changes.

III. Committee Reports.

A. Executive Committee:

APAC Recommendations on Various Faculty Evaluation Issues (see Attachment 4).

J. Glenn was present to address concerns regarding this recommendation.

Comment- Senator Johnson: We want to be careful not to open it up too early because faculty advisors need to set up schedules/ develop systems for handling this. We can't have students coming in randomly all semester for advising.

Comment- Senator Fletcher: I have 3 CHBS faculty comments.

1. I support all three APAC recommendations. I would however like to have graduate courses not compared to undergraduate courses for the department or college. I have found in the 11 years that I have taught at the graduate level that these students are more critical and less likely to give the highest ratings than the undergraduate students. As a result, the graduate faculty is not favorably compared to departmental or college level mean scores.

Response- J. Glenn: At the present time graduate is only compared to graduate ratings.

Question- Provost Grahn: What about slash courses?

Response- J. Glenn: Depends on how the department submits the information.

2. I have the following concern. If evals are online, only those who have an ax to grind will fill them out. Few students will do so voluntarily. Grades cannot be withheld if they do not fill it out.

Comment- J. Glenn: I personally agree. We are discussing that process.

3. a. I do not think it is appropriate to provide any type of an incentive (positive or negative) to entice/punish students to complete the faculty/course evaluation. A student's grade should be based solely on their performance in the course. Awarding points for completing the survey or blocking students from registering for classes or receiving grades are inappropriate actions.

Comment- Senator Castro: We may want to set up some type of incentive (prize) program initially.

- b. I would seek further clarification regarding the use of student comments in promotion/advancement/tenure issues. Are comments listed on separate page(s) from the numeric evaluation? Does the faculty member retain the right to decide if comments are used in promotion/advancement/tenure issues?

Response- J. Glenn: A serious concern is how they are handled now, so it would be a good idea to standardize this process.

- c. Will the faculty member's mean scores on items 4 -26 be compared to college, university mean scores?

Response- J.Glenn: No, based on earlier recommendations not to do that.

Comment- President Boniecki: At this point executive committee will work with J. Glenn to draft a resolution.

Additionally, the Executive Committee met with the Provost last week. The academic misconduct policy is still in the Council of Deans. President Boniecki will meet with Dr. Teague to discuss early registration of athletes. We are going to start a process to make that system fair for all students.

B. Committee on Committees:

1. Recommendation: Changes to Professional Education Council (see Agenda Attachment 5).

Senator Parrack moved to approve changes with second by Senator Ray. Motion passed approving the changes. Senator Bell opposed the approval.

2. Resolution: Committee reports to the Faculty Senate (see Agenda Attachment 6).

Senator Parrack moved to approve the resolution with second by Senator Jones. Motion passed approving the resolution.

C. Academic Affairs: No report.

D. Faculty Affairs I: No report.

E. Faculty Affairs II: We are gathering data at this time. We probably should invite the pageant board to respond formally to the Faculty concerns.

IV. Announcements and Concerns.

A. Faculty Concerns and announcements.

1. Senator Wiedmaier: Submitted the following concern regarding Parking on Campus.

After 4:00 pm, students are allowed to park anywhere on campus (with the exception of parking for the disabled), including parking spaces designated for faculty. There are more graduate students than ever coming to UCA, and most of these students attend night classes. They park in faculty spaces leaving limited parking available for faculty members who teach at night. This issue has been brought up to the Senate before, but I believe nothing happens because this complaint is usually voiced at the beginning of the academic year. I bring this concern to you now so that there will be ample time to address this issue before the police department sends their publication to the printers. I feel that if this parking problem can be changed before the end of this academic year, the brochures/flyers/notices published by the UCA police department can reflect the new parking rules. Thank you for considering this issue once again.

Comment- President Boniecki: J. Gillean, VP for Administration, is chair of the Parking Committee. I will bring this to his attention.

2. Senator Ray: Regarding the new sign, fountain, etc., who pays for the upkeep?

Comment- President Boniecki: Unless the gift came with an endowment for maintenance, the university pays.

3. Senator Castro: Most colleges were late in getting evaluations- this needs to happen before the semester starts so Faculty can implement changes.

Comment- President Boniecki: J. Glenn is in charge of this and we will pass along the concern; that is one big advantage to moving to online.

4. Senator Runge- President Boniecki, Rita Fleming, and I met to discuss the SS issue for part-time faculty. Senator Runge read from an article discussing the issue of paying Social Security for part-time employees.

Question- Senator Lance: Can R. Fleming come to the Faculty Senate to address this issue?

Comment- President Boniecki: Senator Runge and I already met with R. Fleming. Here's what I learned: (1) under Federal Law, state agencies don't have to pay SS for part-time (or even full-time) employees; (2) approximately six years ago UCA stopped paying social security to part-time employees to cut costs; (3) the 7.5% employee contribution goes into a TIAA-CREF account; (4) it would cost \$185,114 to reinstate the UCA contribution. Coupled with the fact that part-time faculty pay has not increased for many years (still \$2600/course), UCA is hiring more and more part-time faculty for less and less cost. We now have 247 part-time faculty and 583 full-time faculty. The Executive committee will address this issue.

5. Comment- Senator Ray: Academic Outreach now has a policy of only paying the \$2600 per course if 16 or more students are enrolled. So, they are paying by the head (less for fewer students). Additionally, they seem to have a different set of rules for part-time and full-time faculty. They are also holding money until enrollment is confirmed.

6. Comment- Senator Fletcher: Additional info regarding admissions?

Response- President Boniecki: I am working with M. Goff on that issue.

7. Senator Lichtenstein: Faculty concern that we need a president who is a "real academic."

8. Senator Isom: Faculty concern regarding the 1% faculty pay cut? Very concerned that this is true.

Response- Provost Grahn: That is an absolute false rumor.

9. Senator Powers: Faculty Concern regarding minutes from BAC. Many faculty have expressed concerned that the minutes implied that 5% pay raise/increase for faculty were the cause for the current budget crisis. The 5% increase was in response to years of reduced faculty pay and inequities.

Response- President Boniecki: I recall B. Adcock showing that total expenditures on instruction have increased over the past several years. It is a mistake to say that all of that increase came from raises. We also hired new faculty during that

time because of increased enrollment. I will make sure this point is clarified at the next BAC meeting.

- B. Reminder: Get your picture taken for the UCA website, any x-period in room 22 of Main Hall.
- C. Next Meeting: February 26, 2009 at 12:45 p.m.
- V. Adjournment: Senator Holden moved to adjourn meeting with second by Senator Ray. Motion passed approving adjournment at 2:10 p.m.

ATTACHMENT 2

Minutes **Faculty Handbook Committee** Wednesday, February 4, 2009

Present: Lance Grahn (Provost), Kurt Boniecki (Chair), Francie Bolter, Clint Johnson, Katherine Larson, Susan Moss-Logan, Michael Schaefer, John Parrack (ex-officio), Katie Henry (ex-officio)

I. Revision to the Professional Education Council

The Faculty Handbook Committee unanimously approved the revision of the Professional Education Council already approved by the Faculty Senate.

II. Review of the Distance Education/Extended Learning Advisory Committee (DEELAC)

The membership of the DEELAC as outlined in the Faculty Handbook does not match the current membership of the committee. The committee is currently being chaired by the Chief Technology Officer instead of the Director of AOEP, and there is no member from the GSMLA program because it no longer exists.

The committee questioned not only the membership structure of the committee, but also the charge of the committee. In particular, the committee questioned the role of the DEELAC in the approval process of distance education courses, and felt a review of the committee charge and membership was necessary so that UCA can more effectively support distance education.

The Faculty Handbook Committee voted unanimously to recommend that the Faculty Senate ask the Provost to temporarily suspend the DEELAC until a thorough review of the committee can be completed.

III. Review of Tenure and Promotion for Honors faculty

The ad hoc Honors Discussion Panel proposed a procedure for the tenure and promotion of Honors Faculty. This proposal was endorsed by the Faculty Senate and forwarded to the Faculty Handbook Committee for consideration.

The Faculty Handbook Committee voted unanimously to accept the proposal. The committee agreed to discuss the changes that would incorporate the proposal into the Faculty Handbook at its next meeting.

IV. Next Meeting: Wednesday, February 11, 1:30, Wingo 315

ATTACHMENT 3

Minutes **Faculty Handbook Committee** Wednesday, February 11, 2009

Present: Lance Grahn (Provost), Kurt Boniecki (Chair), Francie Bolter, Clint Johnson, Katherine Larson, Mary Mosely, Susan Moss-Logan, Michael Schaefer, John Parrack (ex-officio), Katie Henry (ex-officio)

I. Revision to the General Education Council

The Faculty Handbook Committee unanimously approved the addition of the Director of the Library (or designee) to the General Education Council. This change was already approved by the Faculty Senate.

II. Granting of Tenure with Initial Appointment

Issue: The Provost asked the Faculty Handbook Committee to determine whether a candidate for the position of department chair at UCA could be granted tenure with initial appointment if the candidate had earned tenure at another accredited institution but later relinquished tenure, and therefore did not currently *hold* tenure. According to Chapter 3, Section XII.B.1. of the Faculty Handbook:

A person must have earned and hold tenure at a regionally or nationally accredited institution or such other accredited institutions as may be approved by the provost in a field appropriate to the appointment.

The Faculty Handbook Committee voted unanimously that the granting of tenure with initial appointment in such a case is consistent with the original intention of the above provision.

The committee agreed that the provision's intent is to emphasize the occurrence of peer review. The committee further agreed that the framers of the above provision did not foresee a case in which a candidate would have earned tenure but not currently hold tenure. Therefore, the Faculty Handbook Committee believes that granting tenure with initial appointment to a person who has earned but does not currently hold tenure at another accredited institution is not in violation of Chapter 3, Section XII.B.1. of the Faculty Handbook.

Furthermore, the committee examined the consequence of changing the phrasing in Chapter 3, Section XII.B.1. of the Faculty Handbook to handle future, though rare, cases that would conflict with the current wording, though not intent, of the section. The Faculty Handbook Committee unanimously voted to delete the words "and hold" from the above provision.

III. Procedures for the Tenure and Promotion of Honors faculty

The committee began discussing the addition of language to the Faculty Handbook to describe the specific procedures for the tenure and promotion of Honors faculty that differ from the established procedures for the tenure and promotion of other faculty. This work is ongoing and will continue at the committee's next meeting.

IV. Next Meeting: Wednesday, February 18, 1:00, Wingo 315

ATTACHMENT 4

Faculty Senate Resolution

**Temporary Suspension of the
Distance Education/Extended Learning Advisory Committee**

February 26, 2009

WHEREAS the Faculty Handbook Committee, recognizing the value of distance education, including online degree programs, recommended a thorough review of the Distance Education/Extended Learning Advisory Committee (DEELAC) and its charge;

WHEREAS the Faculty Handbook Committee further recommended that the DEELAC and its work be temporarily suspended until such a review is completed;

BE IT HEREBY RESOLVED that the Faculty Senate requests that the Provost temporarily suspend the DEELAC and its work until a thorough review of the DEELAC is completed and a recommendation regarding its charge and membership is made to the Faculty Senate. This request is made so that UCA can more effectively support distance education.

ATTACHMENT 5

Faculty Senate Resolution

Online Student Evaluations of Faculty

February 26, 2009

WHEREAS the Academic Planning and Assessment Committee (APAC) was charged by the Faculty Senate to review the pros and cons of implementing an online student evaluation system and submit a recommendation to the Faculty Senate;

WHEREAS the APAC unanimously voted to recommend that UCA move to an online format for conducting student evaluations;

BE IT HEREBY RESOLVED that the Faculty Senate recommends that UCA move diligently to implement an online system for student evaluations of faculty provided that:

1. a campus wide incentive program, such as a raffle or drawing for prizes, is used to increase student participation;
2. the incentive program be widely advertised to students in campus media, such as the Echo or on URSA, every term the online student evaluation system is used;
3. university officials do not request that faculty should offer incentives, such as extra credit, in their classes for student participation;

ATTACHMENT 6

Faculty Senate Resolution

**Mandatory Academic Success Workshops for
Students on Academic Probation or Suspension**

February 26, 2009

WHEREAS the Academic Advising Center regularly provides Academic Success Workshops for students on academic probation and suspension;

WHEREAS the Director of the Academic Advising Center recently noted that these workshops are poorly attended;

WHEREAS the Arkansas Department of Higher Education has stated a clear need for increased retention and graduation rates at Arkansas colleges and universities;

BE IT HEREBY RESOLVED that the Faculty Senate requests that the Provost implement a probation hold on the registration of those academic probation or suspension students who fail to complete their academic success workshops.

ATTACHMENT 7

Adoption of Library Fee

The University Library Committee recommends to the UCA Faculty Senate that the Faculty Senate request the Office of the Provost, in cooperation with the Office of the President, to urge the UCA Board of Trustees to approve a UCA Student Library fee at the rate of \$ 9.00 (nine dollars) per credit hour taken, all revenues from which shall be added to the existing Torreyson Library budget and used exclusively for the acquisition of Torreyson Library electronic resources and book and journal subscriptions for use in teaching and research.