

UCA Faculty Senate  
Tuesday, March 11, 2008  
Wingo 315, 12:45 p.m.

President Powers called the meeting to order at 12:45 p.m. Present were Powers, Boniecki, Johnson, Parrack, Bradley, Bell, Wiedmaier, Hebert, Young, Holden, McCullough, Lance, Craig, Mehta, Seifert, Christman, Lichtenstein, Jones, Ray, Schaefer, Runge, Interim Provost Atkinson, Concurrent Enrollment Policy Committee Chair Francie Bolter. Absent: Rospert, Castro. Advised absence: Wilmes.

I. Approval of minutes from February 28, 2008. Senator Mehta moved approval of the minutes with second by Senator Ray. Corrections suggested by Senator Mehta included slight wording changes (1) in the report of the Executive Committee on the implementation document for Honors faculty; (2) and in the report on reorganization of Chapter 3 of the Faculty Handbook. The changes, involving no substantive differences, were accepted for the corrected minutes. Senator Seifert also asked that his remarks regarding library expenditures be characterized as follows in the February 28 minutes: "Senator Seifert noted that in the above time frame, E&G expenditures have increased 100% while the library budget only increased 41%. These proposed increases [in the Faculty Senate library budget resolution of February 28] for the library will total less than 10% increase in the current library budget, even including the present budgeted amount that represents a special infusion of funds to meet critical needs for the first time in years." Corrected minutes were then approved.

II. President's report

A. Resolutions for Faculty Handbook Changes. President Powers reported for the Faculty Handbook Committee, bringing forward to the senate three resolutions for proposed changes to the handbook.

Resolution 1 addresses the current language of the Faculty Handbook regarding the activities of the Departmental Personnel Advisory Committee (DPAC). Current language approved by the Board of Trustees in November 2007, states at page 18 (Chapter 3, "Faculty Policies, Procedures and Guideines", Section VI.B):

To meet its responsibilities in mid-tenure review, early tenure review, annual review of the appointment status of untenured faculty, and long range planning for faculty appointments, the tenured faculty in each academic department shall make its recommendations as the standing Department Personnel Advisory Committee. The committee shall communicate in writing its recommendations in these matters to the chair and, where appropriate, to the dean of the college. (p.18)

To elaborate this language and to emphasize departmental autonomy in the operation of DPAC, the Faculty Handbook Committee proposes to insert into Chapter 4, "Faculty Responsibilities" at page 41, a new third paragraph in Section VI, "Service" as follows:

Further, tenured faculty members in departments will serve as a Department Personnel Advisory Committee (DPAC) to assist the department chair by taking an advisory role in matters related to the academic staffing of the department. The structure of DPAC along with the scope and procedures related to DPAC activity should be determined annually by the tenured faculty of each department. [More information about the DPAC can be found in the Faculty Handbook Chapter 3, VI. Academic Tenure: Purposes and Obligations, B. Obligations and Responsibilities.]

Senator Bell made the motion to approve Resolution 1 with second by Senator Bradley. Motion passed without opposition.

Resolution 2 recommended by the Faculty Handbook Committee involves a change in wording to make possible the granting of the assistant professor rank during an academic year, should the candidate for rank complete the doctorate or appropriate terminal degree during the fall term. At present, appointment to assistant professor must wait until the following academic year even if completion occurs in the fall term. Senator Parrack moved, with second by Senator Bell, to replace current language (third paragraph at page 15 under "Instructor") with the following paragraph:

Initial appointment of faculty without the doctoral degree in a tenure-track line position will be at the instructor rank. Any instructor with a tenure-track appointment will be promoted to assistant professor contingent upon receiving the doctorate or appropriate terminal degree (with proof of completion), before the end of the first semester of employment. If the doctorate is received after the first semester but before the start of the next academic year, promotion to assistant professor will be effective with the start of the next academic year. These conditions should be stated in the initial letter of appointment along with an indication of the length of time allowed for completion of the doctorate (or appropriate terminal degree) and any considerations regarding salary incentives and the tenure-track time line.

Motion passed.

Resolution 3 from the Faculty Handbook Committee relates to certain changes in the description of the Radiation Safety Committee, as requested by the Radiation Safety Committee to be in conformity with standard practice. President Powers moved with second by Senator Boniecki that the description of the Membership be changed to the following:

Membership: The university radiation safety officer and all authorized campus users of radioactive materials. The make-up of this committee is dictated by Arkansas

Statute. There are no appointed members. All users of radioactive material on campus must be approved by the Arkansas State Department of Health through its licensing requirements. The licensing process originates with this committee. Only approved individuals are eligible for membership on this committee. The committee selects its own chair and designates the university radiation safety officer.

Motion passed.

- B. Provost search update. The search firm has contacted over 250 professionals. Currently there are twenty-three nominations and twenty-two committed candidates. The search committee will be meeting in early April to identify individuals for campus invitation for April visits. The search has been a challenge — getting people to consider coming to Arkansas.
- C. Faculty Senator at-Large Elections. The Faculty Senate constitution calls for at-large elections to be held by April 1. After discussion, the President Powers called the election for Friday, March 21. By usual rotation, there are two vacancies. The continuing at-large senators are by tradition expected to serve as election officials. Qualified candidates include any full-time faculty member who is not an associate dean, dean, or provost, and who is not currently completing a second term of service on the Faculty Senate. Absentee balloting will be held two days prior to the general ballot. Balloting will occur in Torreyson Library.
- D. Correspondence. Because of general safety concerns, Officer Jeremy Crabb has established a UCA Police web link to sign up for email alerts. Senators urged that additional alert measures be implemented by UCA Police, including mobile phone alert.

### III. Committee reports

- A. Executive Committee:
  - 1. Faculty Development Funding Proposal. The forthcoming proposal seeks to tie faculty development funds to the current salary pool, so that as the pool enlarges due to new hires and increases in salary rates, so will the funds for faculty development. The formula under discussion would budget approximately \$1,200 per full time faculty members, to be distributed to departmental M&O budgets. The IDC and University Research Council travel funds, as well as sabbatical and summer research stipends, would also be linked to the overall salary pool. This proposal is under discussion with President Hardin.
  - 2. Concurrent Enrollment Policy Committee Recommendation. Professor Francie Bolter was present to give the recommendations from a year-

long study of desirable policy covering concurrent enrollment. The full text of proposed guidelines is in the Faculty Senate president's files.

President Powers moved with second by Senator Shaefer that the Faculty Senate endorse the proposed guidelines. Senators commended the committee for its work on a difficult task. Asked for comment, the Provost observed that the Council of Deans was to meet within days to discuss concurrent enrollment, and he preferred not to comment yet. Professor Bolter said that the policy was designed to give explicit academic oversight to concurrent enrollment and that, as it has always been the responsibility of academic departments to identify and articulate the curriculum to be taught within their purview, so it is that the same responsibility exists with regard to concurrent enrollment offerings. This responsibility includes the identification of courses to be taught, with a rationale for that identification. [Provost: departments do have control of their upper division course offerings, and they should be attentive to what they require for completion of the major, including courses to be completed in residence at UCA.]

With regard to general University standards relative to concurrent enrollment, Prof. Bolter observed that UCA has stipulated a 3.0 student GPA qualification. Space has been created in the guidelines for the academic units to stipulate higher standards, for example, scores on various literacy tests. There has been space left in the guidelines to put assessment tests, placement tests, and comprehensive exams of the department, if those are a general practice of the department. [Provost: There needs to be an objective justification for putting performance standards into place, such as existing practice.]

With regard to considerations of "timely review" by academic departments of CE proposals, the Provost observed that high schools plan their schedules so far in advance that "timely review" should not pose a dilemma. Regarding the issue of "annual review" of concurrent enrollment offerings and statistics, Senator Bradley with second by Senator Mehta moved an amendment that an annual report be made in writing to the Faculty Senate by the campus-wide supervising administrator of the concurrent enrollment program. Amendment to the main motion passed. Then the main motion to endorse the guidelines passed. The senate expressed much appreciation to Professor Bolter and her committee in developing the guidelines.

- B. Committee on Committees: No report.
- C. Academic Affairs: Academic progress of athletes. Senator Seifert reported for the committee. Coach Shock provided the committee with some NCAA

links to "graduation success rates." The most recent data are for 1997-2000 student cohorts, because of the six-year delay to measure graduation success. The answer to the question "where do we sit?" relative to other schools depends on the sport. Women's volleyball is relatively high, for example, while football is relatively low. A number of schools have "general studies" for athletes, while UCA does not. The committee asked for information on race, gender, GPA by sports-specific classification; the response is still pending.

D. Faculty Affairs I: No report.

E. Faculty Affairs II:

1. Investigation regarding payroll technicalities. There is no cap on summer salaries, but there is no increase this coming summer from the six percent rate per course. A concern was raised for low-paid faculty, for those whose six percent figure applied to their salary results in an amount below the "minimum rate per course." They get paid the "minimum rate" but that minimum is not being raised, so that while most of the campus is getting a summer raise tied to their salary (at six percent) the low-paid faculty are not.
2. Investigation of technology funding. The recommendations are standing still awaiting the response of the University Technology Committee to the report of the out-of-state visit team. [Provost: the executive summary from the report will at some point be made public; in the meantime the committee is reviewing the details of the report itself.]

#### IV. Announcements and Concerns

- A. The next meeting of the senate is Tuesday, April 8, 2008.
- B. Senator Lance: Is there any information on the status of a proposal of SGA to permit retaking of courses for grade forgiveness (within the 12-hour limit) for students with "B" or "C" grades? [Provost: my understanding is that the President is favorable, while a number of academics have spoken against it. The larger university issue is the potential impact on scholarship spending; lots of students presently lose scholarships.] Students with a "C" are currently skipping the final exam in order to get a "D" or "F" and thereby qualify to retake the course.
- C. Senator Bradley: The University is accepting D's as transfer grades despite the senate resolution against it.

D. Senator Runge: Has there been any response from HR on social security options for part-time faculty? [President Powers: the answer is "no".]

E. Senator Bradley: For years there has been no closure on Honors. Please come to some closure and resolve the faculty status issue one way or another.

#### V. Adjournment

Motion by Senator Ray with second by Senator Lance to adjourn. Meeting adjourned 2:10 p.m.