

UCA Faculty Senate, October 11, 2011, 12:45 pm

Members Present: (/a: absent; /aa: absent advised)

College of Business Administration: Summer Bartczak (2012), Don Bradley (2013), Jim Downey (2014)

College of Liberal Arts : Phillip Spivey (2012), Jay Ruud (2013), Clayton Crockett (2014)

College of Education: Jud Copeland (2012), Terri Hebert (2013) **aa**, Shoudong Feng (2014)

College of Natural Sciences & Mathematics: George Bratton (2012), Ben Rowley (2013), Charles Watson (2014)

College of Fine Arts & Communications: Lynn Burley (2012), Kevin Browne (2013), Lanette Grate (2014)

College of Health & Behavioral Sciences: K.C. Poole (2012) Lisa Ray (2013), Melissa Shock (2014)

At-Large Senators: Don Jones (CLA, 2012), Debbie Bratton (UC, 2012), Janet Wilson (CLA, 2013), Amber Wilson (Library, 2013), Brian Bolter (CHBS, 2014), Doug Isanhart (CB, 2014)

I. Approval of Minutes from September 22, 2011 (see attachment)

Moved Copeland, second Crockett. D Bratton, page 5 university college comment, will email. Approved unanimously

II. Remarks, Interim President Tom Courtway

Welcomed Bobby Reynolds, vice chair BOT to Faculty Senate meeting. Ms. Massey & Mr. Busbey from Internal Audit are here. Discussed the importance of Office of Internal Audit. Autonomous office. This represents significant long term change. No questions for Interim President Courtway. Invited all to Campus Discussion at 3:00 today.

III. Remarks, Provost Lance Grahn

Expressed publicly gratitude to Dr. Arnold for accepting invitation to come in as Associate Provost. Equally grateful to Senator Burley for accepting her position as the Inaugural Director of Academic Assessment. Intentionally went to faculty leadership for these roles. The Provost's office is committed to using faculty leadership. Also thanks to Laura Young.

IV. Office of Internal Audit

Pam Massey, Director

Brian Busby, Internal Auditor

Bobby Reynolds, UCA Trustee and Chair, Board of Trustee Internal Audit Subcommittee

Audit Committee formed in 2009. Ms. Massey has been an auditor for 20 years, Brian Busby comes from law enforcement, good investigative skills. Reports to Audit Committee. The office is independent. First line in charter: "Independent office". Hotline implemented for any member of the campus community who has a reasonable basis to believe that fraud or abuse has occurred. They do departmental reviews, risk assessments, investigation of fraud. Over records retention and destruction. They have reviewed a variety of offices and departments on campus, looked at issues other than financial.

Bobby Reynolds: First year as chairman of Internal Audit Committee. The office is very thorough. Stated there would never be any Board input on anything the Committee is investigating. Has full confidence in the office. They are an independent office and do a fantastic job.

How can this group investigate the BOT? Suggested that procedure be changed. Busby stated that they were investigating primarily the President and Aramark, not the BOT.

Was Mr. Roussel an object of scrutiny in the investigation. Can't speak to specifics of investigation.

V. General Education Council Report (see attachments)

Conrad Shumaker, Director of General Education
Report attached.

Review: Primary focus to respond to HLC concerns. Particularly assessment and goals and objectives. Those are being addressed course by course. 14 courses in the Spring and 16 this semester. Working hard on clarifying goals and objectives. Look on General Education website for the "What's New" link. Minutes of Gen Ed council and assessment reports. Going to work on outreach so that students and parents understand better just what general education is about. Going to survey faculty for their views regarding gen ed, it's purpose, etc. Those results will be on the website. Act 747: Does not address General Education. It limits the number of hours. All faculty must be involved in addressing Act 747. Act 747 mandates a response by July, the HLC mandates that things be done in a fashion that demonstrates good planning, data based, etc.

Provost Grahn: Commitments have been made regarding General Education.

Motion to approve Ruud, second Copeland with clarification that there is money for Gen Ed council and assessment. Approved unanimously.

VI. Purchase of SmartEvals (see attachments)

Lynn Burley, Senator and Director of Academic Assessment

Resolution recommending UCA purchase smart eval system. Formed committee including Conrad Shumaker, Jonathan Glen, Julia Winden Faye. Decided Smart Eval was the best.

\$14,995 per year on 4 year contract, \$19,995 if purchased Annually. Council of Deans endorsed 4 year contract

Bolter Seconded motion.

Motion: The Faculty Senate recommends UCA purchase and use SmartEvals for our online student evaluation system.

Background

After reviewing three online course evaluation systems, IDEA, Iota Solutions (MyClassEvaluations) and

SmartEvals, I formed a committee to review two of them through a web demonstration and a conference call,

and we brought one representative from SmartEvals on to campus. The rep met with our IT staff, a group of

about 30 faculty, and a group of chairs, Associate Deans and Deans. Surveys were distributed to the latter two

groups:

- 75% recommended switching to this system

- The other 25% responded “not sure” or “need more information.” Mainly, concerns were cost and

skepticism that any system could increase student response rates.

- Everyone felt that this system would be an improvement over the current one

- Everyone felt that the kinds of data this system would provide would be useful

Our IT staff feels that this system is user-friendly, secure, and manageable, and they recommend it.

Cost

We pay \$9,000 yearly now for Survey Dig, which is incapable of integrating data, calculating statistics, prompting

students, or putting data into instructor-friendly usable formats.

UCA would pay \$14,995 a year if purchased on a 4-year contract (\$19,995 yearly otherwise).

Help Sessions

Because this evaluation system has many features faculty have not used before, help sessions will be offered in

January and February if faculty would like a walk-through of their own evaluations. In addition, the company

offers YouTube demonstrations and a company rep can be contacted at any time for help.

Recommendation

Given the many more functions that SmartEvals can provide us, the likelihood of increased student response

rates, the ability to survey targeted groups at any time, and the cost, I recommend we purchase this system.

Committee

I will propose a Student Evaluation Committee whose charge will be to review and vet questions and make

recommendations on who can do and see what. This includes such policies as who can add questions to the

evaluation, if there would be a question limit, if questions would have to go through a committee, who can see individual results, if any question or set of questions should be made public or accessible on the portal, etc. In the meantime, we will use the questions currently in use minus any redundant background questions (such as class rank), and continue the practice of all chairs and deans having access to all of their faculty evaluations.

Bartczak : is this mobile? Yes? Do we own the data? Yes. Survey Dig data can be integrated into this data.

Bradley: when does it start? As soon everyone approves, can put it in place in two weeks. Burley wants it by Nov. 1. Concerned about proper marketing.

Meetings to be held with faculty regarding use, marketing, etc.

U of A uses this system.

No incentive program this year.

Endorsement approved with one nay.

VII. Resolution requesting Board of Trustees extend offer of Presidency to Interim President Tom Courtway for a period not to exceed three years (see attachment)
Brian Bolter, Senator

Resolution on the
Appointment of Tom Courtway
to President of the University of Central Arkansas
October 11, 2011

WHEREAS the university has experienced a period of unprecedented chaos at the highest levels of administration;

WHEREAS the university's reputation has been seriously tarnished by the actions of its two most recent presidents and a need for leadership with unquestionable integrity has never been higher;

WHEREAS the process for selecting a president has shown itself to be of questionable effectiveness, resulting in a need for considered review;

WHEREAS the university community has spent thousands of hours on the development of a strategic plan and a self-study for the Higher Learning Commission (HLC);

WHEREAS the implementation of the strategic plan and the HLC accreditation requires a period of stable leadership by a president who understands the workings of this university;

WHEREAS the title "Interim President" implies to the public as well as to the university community that this institution is under the direction of a transitional administration;

And, further, WHEREAS Tom Courtway has been called upon twice to provide stability and

leadership to the university;

WHEREAS Tom Courtway has demonstrated an ability to establish an environment of trust;

WHEREAS the workings of the university and the special nature of academic life is well understood by Tom Courtway as he was an instrumental author of the current Faculty Handbook;

WHEREAS Tom Courtway has the confidence of important constituencies: faculty, staff, students, alumni, the Board of Trustees, the legislature, the governor, and the public at large;

WHEREAS Tom Courtway has the unanimous support of the Faculty Senate;

BE IT HEREBY RESOLVED that the Faculty Senate urges the Board of Trustees to remove the “interim” designation and appoint Tom Courtway as President of the University of Central Arkansas for a period not to exceed three years.

Discussed with faculty, staff, students, community, administration before drawing up resolution. There was concern for stability and integrity of the University among all.

Bradley seconds.

Why 3 year? This outlines that it is not permanent. Mr. Courtway has made it clear he does not want it permanently.

Burley relays concern from Faculty member stating that we should do a search now for a President.

Isanhart: Courtway says he doesn't want to be president. Courtway was chief legal counsel during past 2 administrations, and if he wants the job he should apply.

Browne: Courtway publically has dismissed lack of confidence in the BOT. Our problem is at the level of the BOT. Concerned that he disagrees with the seminal concern from which everything else springs. Concerned that Courtway says forget the past, we shouldn't forget the past. Forgetting the past resulted in this last disastrous experience with the search and subsequent president. Concerned that tabling the resolution asking BOT to step down.

Enthusiastic discussion pursuant to confidence in Courtway as president.

Bolter discussed the need for faculty input in Presidential selection process and this is the first step. Senator Ray concurred.

Discussion regarding the validity of shared governance.

In favor of resolution one nay, 3 abstentions.

Division of the House.

18 in favor, 1 opposed, 3 abstentions.

VIII. President's Report

A. Graduate Council Report

Motion to accept ray, Bradley second. Accept report approved unanimously

Graduate Council Annual Report to Faculty Senate for 2010-2011

[1] Mission and Purposes

The Graduate School supports the vision, mission, and core values of the University of Central Arkansas. In doing so, the Graduate School

Promotes intellectual excellence at the advanced levels of academic learning

Serves multiple communities through professional and training activities

Recruits and retains a highly qualified and diverse graduate student body

Promotes integrity through ethical and responsible behavior in faculty, staff, and students

The Graduate School supports doctoral, specialist's, master's, and certificate programs of distinction in a variety of fields. These excellent programs help graduates acquire the knowledge, skills, and dispositions needed to become productive members of their chosen fields. The Graduate Council, a representative body of the graduate faculty, assists the Graduate Dean in establishing policies and standards for graduate education.

In keeping with its mission, the Graduate School has as its central purposes

To approve curricula and admission, retention and completion standards for individual programs;

To stimulate and support creative, scholarly and research activity through the University

Research Council and the Office of Sponsored Programs;

To approve standards of appointment for members of the Graduate Faculty;

To advocate for graduate education within the Division of Academic Affairs and other levels as appropriate; and

To work collaboratively with individual graduate programs and the UCA Office of Planning and Assessment to support program self-assessment and external review.

(Adopted by the Graduate Council 11/18/10)

[2] Graduate Council Charge

As outlined in the UCA Faculty Handbook the responsibilities of the Graduate Council include:

a. To review and recommend to the Council of Deans new graduate curricula and programs proposed by the various departments and colleges.

b. To review existing graduate offerings and make appropriate recommendations to the Council of Deans.

c. To initiate and recommend policies relevant to graduate degree requirements, grading and credit policies, academic standards, and related matters.

d. To review and recommend policies and criteria for graduate faculty status.

e. To act as an academic appeal board for graduate students.

[3] Membership:

a. Department chairs are selected by the Faculty Senate, one from each of the colleges.

Chairs serving were: Ramesh Garimella, Mathematics; Tim Bisping, EFIRM; Barbara Williams, Nursing; Jeff Jarvis, Music; Clay Arnold, Political Science; and Terry James, Leadership Studies.

b. Graduate faculty members with the rank of assistant professor or above are appointed by the Faculty Senate, one from each college.

Faculty appointed by the Senate included: Vamsi Paruchuri, Computer Science; Patty Kohler-Evans, ECSE; Jaime Zambrano, World Languages; Jane Dahlenburg, Music; Paul Jensen, Accounting; and Joan Simon, Psychology and Counseling.

c. Each college, according to the procedure for appointing college committees, appoints one faculty member.

College appointments were: Rick Noyes, Biology; Wayne Stengel, English; Susan Moss-Logan , Speech-Language Pathology; Mark McMurtrey, Management Information Systems; Lisa Daniels, Teaching and Learning; and Bruce Hutchinson, Mass Communication and Theatre.

d. One graduate student is selected by the Faculty Senate, one graduate student is selected by the Graduate Council, and one graduate student is selected by the Student Government Association.

Graduate student appointments were: Erica Johnson, Mary McCullough, and Josy Morelle.

e. Jane Dahlenburg was elected secretary by the Graduate Council.

[4] Summary of Graduate Council Activities

a. Graduate Council reviewed and approved a proposal for a new Master of Fine Arts (MFA) in Creative Writing. Graduate Certificate Programs were approved in Music; Instructional Technology, Distance Education; Instructional Technology, Media Design and Development; Adult Education Administration; and P-12 certificates in Building Administration, Curriculum Administration, Gifted-Talented Education Administration, Special Education Administration, Instructional Facilitator, Special Education Instructional Specialist P-4, and Special Education Instructional Specialist 4-12.

b. Graduate Council reviewed and approved 15 new graduate courses: Biology (2), Computer Science (1), History (4), Music (2), Nursing (1), Occupational Therapy (1), School Leadership, Management and Administration (4).

- c. Graduate Council reviewed and approved changes in admission, retention, and/or graduation requirements for the Master of Science in Community and Economic Development; Master of Science in Instructional Technology; Master of Science in Library Media; Master of Science in School Leadership, Management, and Administration; Master of Science in Education in Advanced Studies in Teaching and Learning; Master of Music with emphasis in Music Education; MSN in Nursing; and the DPT in Physical Therapy.
- d. Graduate Council recognized the recommendations for appointments of 47 graduate faculty (15 initial appointments, 27 continued appointments, 1 associate appointment, and 4 affiliated appointments).
- e. Graduate Council recognized through information items several course title changes, 113 course deletions, and conversion of courses for electronic delivery from School Counseling, Educational Leadership, School Leadership, Occupational Therapy, Health Sciences, and Physical Therapy.
- f. A working group was appointed by Dean McNiece in 2009-10 to review and revise the Graduate School Statement of Purpose and Degree and Program Descriptions (Graduate Bulletin 2.03). Joan Simon served as chair and members included Ramesh Garimella, Terry James, Jane Dahlenburg, Tim Bisping, and Clay Arnold. The group made a preliminary recommendation in April of 2010 that was adopted by the Graduate Council in November 2010, aligning the Graduate School mission and purpose statements with the university documents generated during the strategic planning initiative.
- g. Dr. Terry James, Dr. Susan Moss-Logan, and Dr. Tim Atkinson served as the selection committee for the 2010 recipients of the Robert McLaughlin Graduate Scholarship. Recipients were James Hopper, PhD student in School Psychology and David Tipton, DPT student.
- h. Graduate School staff and Torreyson Library staff are entering a partnership agreement to submit the theses and dissertations of UCA graduates to the Proquest/UMI Thesis and Dissertation database. This partnership will facilitate the discovery of UCA's graduate research and enhance the visibility of the University.
- i. UCA's Division of International Engagement produced international graduate student recruiting brochures in several languages for the Graduate School and for selected graduate programs that have an appeal to international students.

Note: Graduate Council Minutes are available at <http://www.uca.edu/graduateschool/gradcouncil/>

[5] Graduate Productivity Report

A copy of a report presented to the Graduate Council summarizing graduate productivity for 2010 - 2011 is attached. The report includes unduplicated fall headcount, degrees awarded, annual student semester credit hour production and annualized full time equivalents for each of UCA's graduate programs.

[6] Status of Goals for 2010 – 2011

- a. Support initiatives for strategic graduate productivity growth (*Strategic Graduate Enrollment Management plan not initiated. Efforts focused on initiatives of SPARC and will continue to support efforts of SPARC through implementation phase.*)
- b. Ensure that all policies, procedures, and requirements clearly support an appropriate academic climate for quality graduate education at all levels. (*Continuing*)
- c. Approve a revised Graduate School Mission and Purpose statement consistent with the University's Vision, Mission, and Core Values. (*Completed*)
- d. Complete preparations for implementation of the PhD in Leadership Studies. (*Completed*)
- e. Approve processes for electronic submission of theses and dissertations to Proquest/UMI. (*Near Completion*)
- f. Continue to effectively and efficiently meet all elements of the charge to the Graduate Council. (*Continuing*)
- g. Complete revisions to Graduate Bulletin for 2011-2013 Issue. (*Near Completion*)

[7] Goals for 2011-2012

- a. Continue to support implementation initiative of the strategic plan including increased support for graduate assistants.
- b. Ensure that all policies, procedures, and requirements clearly support an appropriate academic climate for quality graduate education at all levels.
- c. Work with the Division of Enrollment Management to establish a realistic graduate enrollment management plan with productivity expectations for all graduate programs based on a realistic understanding of faculty and fiscal resources and limitations.
- d. Review and update the Graduate School and Graduate Council websites to provide accurate and current information to faculty and students. Increase use of social media to disseminate information.
- e. Fully implement the electronic submission of theses and dissertations.
- f. Continue to effectively and efficiently meet all elements of the charge to the Graduate Council.
- g. Publish the *2011-2013 Graduate Bulletin*.

Prepared by Dean Elaine McNiece
September, 2011
Approved by the UCA Graduate Council
September 15, 2011

B. Various Updates

- 1. Higher Learning Commission (see attachment)

Last meeting 9/26. Attached report. Moving forward. Combining strategic plan initiatives.

- 2. SPARC

Met 9/29. Discussed action steps. Marketing classes working on drafts of mission statement.

3. Budget Advisory Committee

Next meeting is Thursday. Burley presenting smart evals to that group. Looking at end of year cash position, etc. 10/17 subgroup will get together regarding timelines for presentations so that strategic budgeting decisions can be made.

4. Veteran's Day celebration faculty representative

Faculty member to represent is Dr. Travis Sorenson

5. Faculty Senate Scholar Award recipient

Michael Xiques is the winner. \$600 in fall and spring.

Awarded to incoming freshman based on GPA, recommendation, essay, etc. They apply their Senior year in high school. Award determined by Faculty Senate committee. Funds come from UCA Foundation. Between 30 and 40 applicants this time.

6. Undergraduate Council Report at next meeting

7. "Campus Talk" – today at 3:00 pm, Student Center Ballroom

C. Status of Previous Concerns

Turning 9 month salary into 12 month salary. Graham Gillis, VP HR responded. Response is on FS website.

IX. Senate Committee Reports

A. Executive Committee

1. Athletic Committee Report (see attachments)

George Bratton, Senator

In 9/13 meeting during Aramark discussion. Questions raised re: Athletic budget. Presented budget. Also Presented meal plan costs.

Senator Bradley expressed concern regarding Athletic Budget and cost per meal.

B. Committee on Committees

Meeting today.

C. Academic Affairs

Working on charge

D. Faculty Affairs I
Working on charge

E. Faculty Affairs II
Working on charge.

X. Announcements and Concerns
Suspend rules, Browne second Ruud

Motion to amend resolution burley, second Rowley to strike the word unanimous from resolution.

Division of the house:

14 in favor, 7 opposed, 1 abstention
The term unanimous struck.

Bradley thanked President Wilson for professionalism and dedication in doing her job.

At a recent college meeting with our faculty senators, you asked us to express concerns that you, as our representatives, might bring forward to the faculty senate. Since that meeting, I have become increasingly concerned about a faculty issue that has troubled me for many years: the lack of a line item in the budget for faculty travel and professional development. At the start of each year faculty wait to see what, if any, funds will be leftover that they might use to travel to present papers at conferences to enhance their research and teaching as well as to enhance UCA's national and international visibility as an institution of higher education. Will there be any funds or will they be dipping into their savings, or worse, running up a credit card bill? Will there be a small amount of funds--or, as in some years of relative plenty, almost enough to cover the cost of the trip? This year, for example, available travel funds are especially low in our department.

After conducting an informal national survey on the Writing Program Administrator's list-serve, the results of which are attached, I learned that most universities (all of those who responded to my request) have money set aside from year to year specifically to support faculty travel and professional development. Thus travel funds are not "what's left" after other monies have been spent, but are a line item in the budget that faculty can count on from year to year.

I also learned that the travel funds that faculty at UCA receive (at least in my department), in the years they do receive travel funding, are significantly less than 24 out of the 29 faculty who responded to the survey. These faculty represent a range of colleges and universities across the nation, the majority of which are regional universities comparable to ours.

These facts are especially troubling when one considers that UCA faculty remain among the lowest paid in the region. On top of that, we must often pay for professional travel out of these salaries.

This is also an issue relevant to attracting and retaining the kind of faculty that will maintain and enhance UCA's reputation. It is difficult to attract and retain quality faculty when a vital part of their professional development is not only left to the year-to-year whims of the budget but is also, even in good years, relatively meager in comparison to their colleagues at other comparable universities. Whether intended or not, the implication that arises from this situation is that the professional development of UCA's hard-working faculty is considered a very low priority indeed. Such an implication is brutal to faculty retention and morale.

I encourage you to examine the attached survey results and let me know if you have any further questions.

There has been talk about improving the faculty travel funding situation for years and nothing has been done while the situation has worsened dramatically. The time to act is now.

I look forward to hearing from you and working with you on this matter.

ANNUAL PROFESSIONAL DEVELOPMENT AND CONFERENCE TRAVEL
ALLOTMENT

1. Michigan State University (College of Ed.)	\$4060	
2. Mesa College/Maricopa Community College System	\$3000	
3. Allbright College	\$2500	
4. Francis Marion University	\$2200 (must present)	
5. Penn State U-Hazleton	\$2200	
6. University of California-Davis sources)	\$2100 (combined	
7. Arizona State University	\$2000	
8. Stanford University	\$1800	
9. Collin College (TX) not)	\$1800 (if presenting, \$1500 if	
10. New Mexico State University	\$1500	
11. West Chester University of Penn	\$1200	
12. Bridgewater State University	\$1200	
13. Wayne State University \$1000 tenured	\$1200 untenured,	
14. Boston University	\$1200	
15. Columbus State University (GA)	\$1000	
16. Nova State University (FL)	\$1000	
17. Taylor University presenting	\$1000	+500 if

18. California State Northridge	\$1000
19. University of Michigan-Flint	\$1000
20. Wright State University	\$900
21. Southern New Hampshire University	\$875
22. University of Arkansas-Little Rock	\$800-700
23. University of Michigan-Flint untenued	\$800 tenured fac., \$1000
24. Eastern Washington University	\$750
25. Northern Illinois University	\$600 (combined sources)
26. California State University-Monterey Bay	\$400
27. Houston-Tillotson	\$300
28. Indiana University of Pennsylvania	\$300
29. Rhode Island College	\$250

_____ Good afternoon, CFAC Faculty Senators. As a tenure-track faculty member, I am concerned about the absence of a travel budget this year for each department. I am slated to present research at several major national and international conferences this academic year, but I fear these plans may be in jeopardy because of a lack of financial support from this institution. How are we as tenure-track faculty members expected to meet our obligations in the area of scholarship, if UCA is not willing to financially support junior faculty disseminating research? It sends the message that UCA, as an academic institution, is not interested or invested in supporting scholarly pursuits. I hope the faculty senate will discuss this concern and press the Provost's office for release of funds to, at the very least, financially support dissemination of research of tenure-track faculty members at major conferences.

Thank you for your consideration and representation!

As a tenured member of the Dept. of Writing and the chair of the Writing Dept. Resource Committee I am extremely disturbed by the lack of travel funds being made available to faculty members who require funds to travel to conferences and professional events in order to present, perform, or just attend. To be competitive among other institutions and to retain faculty

members, I urge our faculty representatives to stress the importance of securing adequate annual funds for faculty travel. The mere \$2500 allotted for the entire Writing Dept. this year is embarrassingly low and not very helpful at all.

For many years now UCA has taken the federal and state holiday commemorating Martin Luther King & Robert E. Lee as a holiday with cancelled classes. This happens just a few days after the semester begins. Doing so does two things for the university: 1) gets each Spring semester off to a disjointed start as we begin classes and then cancel a class and then start up again, and 2) lose an opportunity to emphasize the significant importance of Mr. King with special speakers, celebrations, special student activities, etc.

My idea and suggestion is to not take this day as a holiday with cancelled classes, but rather have classes as normal (so close to the beginning of the semester) and have special activities and speakers throughout the day and evening.

Secondly to replace that holiday is to take Presidents Day in mid-February as the holiday with cancelled classes. This is much more appropriate as it is usually about 6 weeks into the semester at a time when students (and faculty) could use a long 3-day weekend. And, frankly speaking, no one really ever takes Presidents Day seriously with any sort of celebration.

Anyway, that's my idea for a more practical use of these two holidays. Perhaps it is something that the Faculty Senate might consider if there are no rules to keep with the present holiday use. Food for thought. Thank you for your consideration of my idea.

(1) Summer School pay continues to be exploitative. To correspond with the full 3-hour course credit the student is receiving, faculty pay should be 1/8 annual salary; currently, pay is 1/16-- that is, half pay for full-time work. Until fair remuneration levels are attained, Summer School profits should not be applied to other University budget items (for example, travel funding); other University areas are not performing the instructional work.

(2) Funding for faculty travel, in accordance with the practice at homologous universities, should be a budget line item.

Faculty Senate Concern

Submitted by Clayton Crockett

10/11/2011

Some faculty members in my College (Liberal Arts) are concerned about the uncertainty surrounding the distribution of revenues from summer classes to colleges and departments, and would like for the Faculty Senate to investigate and clarify this situation. We have been given different stories about this, and there is a lot of confusion and lack of information. Last year colleges received the net revenues from summer courses to distribute to departments, but this year that has not happened and there has been some question about whether it will happen or if so in what lesser amount. Faculty have been told that the Deans made a deal with the Provost last spring involving some or all of this summer money—there are conflicting accounts about this—and this is disturbing if true because faculty were not informed of this agreement.

This situation is related to two fundamental issues:

- 1) The issue of trust and transparency of communication between the administration and faculty on financial matters, which is connected to many of the problems we have had at UCA over the past few years. Why are agreements allegedly being made that affect chairs and faculty that they are not informed about? And why is there still so much uncertainty about whether or what was decided? What is the present and future status of summer revenues, which have been promised to colleges and departments as an incentive for teaching these courses and recruiting students to them? [One explanation given by the Dean of LA is that these monies were used to hire new faculty—the 40 new positions—but the Faculty Senate was told in August by the Provost that the Deans agreed not to ask for faculty raises and instead use the money for new hires. If the ability to hire new faculty prevented raises and summer revenues then that may or may not be a good trade-off but again faculty did not participate in and were not informed about this decision.]
- 2) The ability of faculty to work, given the lack of sufficient funds for travel or for departments' M&O budgets. If there is no infusion of summer revenues, then many departments will not have any funds for faculty travel or for other departmental activities. This adds to the frustration and demoralization of faculty at UCA.

J. Wilson concern re: computer lab "I teach in a lab, and I use Blackboard incessantly in my classes (some semesters have a totally online class). Much of the rest of the time, my students do hands-on projects using software that uses a license in Burdick. For the third time this short semester, the other day the entire system crashed during a class. I had to dismiss class. When my students can't get data needed, turn in assignments, take quizzes, or worse, even log on or crash in midstream, things have reached a new low. Students are actually starting to yell at me that they should get back their 'lab fees' and 'technology fees.' IT tells me they don't really see that money; that there is a lack of infrastructure, training opportunities, and/or bodies. For instance,

only 1 person knows how to fix something, no redundancy in either human OR technology/infrastructure. I suspect I write for many others who do not have the direct issues I do. Perhaps we really do need to look at needs infrastructure/personnel needs over in IT."

A. Next meeting: October 27th at 12:45 pm in Wingo Hall 315

Moved Bradley and Rowley seconded.

XI. Adjournmentt.