

UCA Faculty Senate, February 14, 2012, 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), Janet Filer (2013), 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. Welcome New Senator, Janet Filer (ED)  
Warm welcome by Faculty Senate

II. Approval of Minutes from January 26, 2012 (see attachment)

Motion: Senator Bolter Second: Senator Copeland

Approved with one abstention.

III. Remarks, President Tom Courtway

Reminded of BOT meeting on 24<sup>th</sup>. Should be on web tomorrow.

Clarified that brief mission statement does not replace the fully articulated mission statement that has already been adopted.

IV. Remarks, Provost Lance Grahn

Praised President Courtway for rebuilding corporate bridges in Conway.

V. UCA Foundation report  
Shelley Mehl, Vice President for Advancement

We have raised 3.57 million in new gifts, goal is 3.89 million.  
We had unrestricted, unknown estate gift of 238,000 cash!  
Foundation Board to look at direct student impact and residential colleges. Also looking at capacity building so we can raise more money.  
Axiom supporting computer science.  
Walker Family Foundation, \$50,000 endowment for math teachers.  
Continuing our work with each academic unit, meeting deans and chairs regarding alumni and priorities.  
New online presence. Formatted e-newsletters for each college to use.  
Beginning external assessment of Mehl's division and UCA foundation and the relationship.  
Night of Distinction May 12. Proceeds go toward renovation of Ida Waldron and Old Main.

Question: What about the rest of Old Main. What is it to become? In the long term the plan is that the president and provost will move back to Old Main. Time frame: when we have the money. To restore the first floor of Old Main back to it's original appearance in 1919.

VI. Faculty Handbook Committee Resolution (see attachments)  
Senator Lynn Burley, Chair

Resolution to Adopt Revised Advancement Procedures February 14, 2012  
WHEREAS the advancement procedures as outlined in VII. Procedure for Advancement of Non-Tenure-Track Faculty (p. 3-24) do not include advancement to the rank of Senior Lecturer/Clinical Instructor/Laboratory Instructor;  
WHEREAS the process for forming an Advancement Committee did not include faculty;  
BE IT HEREBY RESOLVED that the Procedures for Advancement of Non-Tenure-Track Faculty be adopted as revised.  
(Revision attached)

Motion: Senator Copeland Second: Senator Crockett

2 opposed, 1 abstention, 21 in favor. Passed

VII. Update on Course Evaluations  
Senator Lynn Burley, Director of Academic Assessment

Evaluations went quite smoothly. Gotten positive feedback. See attached evaluation.  
Explained "My Focus" in the evaluations. Ranks instructors in relationship to others in college.

VIII. President's Report

A. HLC Update

**Abbreviated University Mission (Higher Learning Commission Monitoring Report)**

The HLC Monitoring Report Group (“Group”) has recommended to the president that the university adopt an abbreviated statement of the University’s mission that will be easy to remember and can serve to focus attention on the University’s character and commitments.

Discussion across the campus has led to a further recommendation by the Group that the abbreviated mission be derived from the full mission adopted with the Strategic Plan in May 2011. The full mission statement approved by the Board of Trustees is as follows:

**The University of Central Arkansas, a leader in 21st-century higher education, is committed to excellence through the delivery of outstanding undergraduate and graduate education that remains current and responsive to the diverse needs of those it serves. The university’s faculty and staff promote the intellectual, professional, social, and personal development of their students through innovations in learning, scholarship, and creative endeavors. Students, faculty, and staff partner to create strong engagement with the local, national, and global communities. The University of Central Arkansas is dedicated to academic vitality, diversity, and integrity.**

This recommendation changes the order of two words (*integrity* and *diversity*) to form the acronym *AVID*. The group believes that the term *AVID* would facilitate memorization of the mission statement and could be used to form inspirational statements such as “The University of Central Arkansas is *AVID* about student success.” This change communicates the larger mission’s meaning in an active and appropriately focused way as follows:

**The University of Central Arkansas dedicates itself to academic vitality, integrity, and diversity.**

The Student Government Association, Staff Senate, and Faculty Senate have all adopted resolutions supporting this recommendation.

Therefore, the President recommends to the Board of Trustees the following resolution:

**BE IT RESOLVED: that the Board of Trustees adopts as the university’s abbreviated statement of mission these words: “The University of Central Arkansas dedicates itself to academic vitality, integrity, and diversity.”**

Resolution to Adopt Abbreviated University Mission

WHEREAS the Higher Learning Commission Monitoring Group recommends a shortened mission statement to make it easier to remember and articulate;

WHEREAS changing the order of the words “integrity” and “diversity” in the final sentence of the full mission statement will allow for use of the acronym AVID when sharing the mission of the University;

BE IT HEREBY RESOLVED that the Abbreviated University Mission statement “The University of Central Arkansas dedicates itself to academic vitality, integrity, and diversity.” be adopted.

Motion: Senator Browne      Second: Senator Copeland  
Unanimously passed.

B. BAC Update

### **Budget Advisory Committee**

1:30 p.m., 1/12/12

- The minutes from the December meeting were approved with no discussion or corrections.
  
- Salary request presentations
  - Amber Hall – Classified & Non-Classified Staff Salary Requests
    - § 5-year plan
      - FY13, COLA of 2.5% for both classified and non-classified
      - FY14, COLA of 3% for both classified and non-classified
      - FY15-FY17, base/equity raises for both classified (within OPM limits) and non-classified
  - Tammy Benson – Faculty Salary Requests

- § Arkansas ranks 50<sup>th</sup> in a nationwide review of faculty salaries at 4-year, public universities, according to SREB (data from 2009-2010)
  - § According to survey of UCA faculty (319 respondents), equality and merit were the most important types of raises that need to be done in order to raise faculty morale
  - § For FY13, request of COLA and a pool of money to address merit and equity
  - § For FY14-17, combine equity and merit raises to balance out compression issues. This will not only reward faculty, but also help with recruitment/retention of high-quality and productive faculty. This is necessary for the university to fulfill its mission.
- Points for the SBAC to consider
    - § We have escalating costs and declining enrollment
    - § Certain items will *have to* be included in the budget, such as the Disaster Recovery redundancy project, increasing cost of fringes, utilities
      - Graham Gillis will come to February meeting to discuss new costs for benefits
  - Motion was made and accepted to recommend a 2% COLA for everyone (faculty and classified/non-classified staff) for FY13. The Faculty will split their 2% as a 1.5% COLA for all faculty and .5% to address merit and equity.
  - Of the 11 voting members in attendance, in a vote of 7 to 4, it was decided to place this salary recommendation as #2 on the ranked priority list that was put together in the Fall 2011 semester.
    - § Janet Wilson will draft a memo detailing these recommendations and rankings and send it to SBAC members for approval before forwarding on to executive staff.
- UCA's cash dropped \$5 million from November to December, but that is normal for this time of year. We are still in a much better position than in previous years.
  - The next meeting is scheduled for February 9<sup>th</sup>.
  - The meeting was adjourned at 2:38 p.m.

Also Healthcare options handout was discussed, see text below:

Health Plan Options, Effective July 1, 2012

1. Renew with United Health Care on July 1 for six months. The increase would be 7.5%. If UCA absorbs the increase, the cost for six months would be approximately \$298,884. If UCA

passes along the increase to both employee and employer, the impact to UCA budget would be approximately \$206,823. UCA would then work with Stephens, our Benefits Consultant, and conduct a competitive RFP for a January 1 effective date. The only options in Arkansas are United, Blue Cross, and QualChoice.

2. Renew with United Health Care on July 1 for six months and implement new plan design which passes along more out-of-pocket costs to the higher users of the health plan. If UCA absorbs the increase, the cost for six months would be approximately \$99,628. If UCA passes along the increase to employee and employer, the impact to UCA budget would be approximately \$68,941. We have not confirmed if this qualifies as a Qualifying Event to allow employees to change their Section 125 Medical Reimbursement Account. UCA would then work with Stephens to conduct a competitive RFP for a January 1 effective date.
3. Immediately conduct a competitive RFP for a 12-month rate to be effective July 1. While we would not know the financial impact, we believe the projected increase would be in the 8% - 12% range using current plan design and 0% - 5% with new plan design. If we change vendors; timing would be an issue in that we would have to begin enrollment in April since the Spring semester ends in early May and many faculty will not be here after the semester ends.

#### C. Reminder about Elections

BAC at large elections first Friday of March with At Large Senator elections.

Three colleges will hold elections for BAC with college Senate elections in April, the first Friday.

#### D. "I want to be a Faculty Senator: Now what do I do?" Workshop

Tuesday, February 21<sup>st</sup> at 1:40 pm in New Business Building 105

#### E. Status of Previous Concerns

Farris Road construction: Larry Lawrence, now City of Conway is saying July 1, 2012. The weather impacts the date.

Alumni Circle parking: Cars parking across sidewalk. Larry Lawrence to put wheel stops so that won't happen.

Required standardization across Gen Ed classes? Conrad Shumaker says NO! It would be opposed on the grounds of academic freedom. They need focus on the content and skills goals of the area of study. Standardize student learning outcomes not courses.

Jan. 23 BOT meeting, teleconference. Bobby Reynolds asked for input from Faculty senate President Wilson and Staff Senate President Winters.

## IX. Senate Committee Reports

### A. Executive Committee

Did faculty have input on Master Plan. Yes, multiple occasions. Also, the Master Plan does not touch Nature Preserve. It is being delivered this week and linked to BOT agenda for Feb. 24 meeting.

Online voting for Senate Elections. A request was made to do it this year. We cannot do it for this years' election.

### Faculty Affairs II – Senator Phillip Spivey

Charge: Investigate how other schools in Arkansas conduct their Faculty Senate elections. Do we currently have the technology to conduct secure online elections as specified in the By-Laws? If not, what technology would be necessary to allow us to conduct secure online elections as specified in the By-Laws? What would be the cost of this technology? Please provide your report by the April 10, 2012 Faculty Senate meeting.

### B. Committee on Committees

Senator Kevin Browne, Vice President & Chair

#### 1. Traffic and Parking Committee Revisions (see attachment)

Motion: Senator Rowley, Second: Senator Poole

Unanimously approved.

### C. Academic Affairs

No report

### D. Faculty Affairs I

No report

### E. Faculty Affairs II

No report

## X. Announcements and Concerns

A. Next meeting: February 23<sup>rd</sup> at 12:45 pm in Wingo Hall 315

B. Meeting in May for continuing and new Senators: Tuesday, May 1 at 11 am (12:15 final examination time period)

C. Other Announcements and Concerns

Senator Bolter:

What is happening with University College

Senator Filer:

Concerns with evaluation process.

Senator Crockett:

I write to you as my Faculty Senate representatives with a request that the Senate consider crafting a resolution in support of expanding the university's equal opportunity and non-discrimination statements. As you may be aware, the Staff Senate unanimously passed such a resolution on March 9, 2011, which the Staff Senate President then presented to the Board of Trustees, who declined to act on it because only staff, not students or faculty, seemed concerned with this issue. The current Staff Senate President, Dianna Winters, has informed me that the SGA is currently considering a resolution and that there were plans for the Faculty Senate to do so as well last Fall but this issue fell through the cracks when the turmoil about President Meadors and ARA boiled up. I urge the Senate to take this matter up now.

Here's the Staff Senate's resolution:

Resolution in Support of Expanding Equal Opportunity and Non-Discrimination Statements,  
March 9, 2011

Whereas, the Staff Senate represents the Staff of the University of Central Arkansas in all matters pertaining to the welfare of the Staff and of the University; and

Whereas, the current equal employment and nondiscrimination statements do not include sexual orientation, gender identity, gender expression, or religious expression; and

Whereas, 87% of fortune five hundred companies include sexual orientation in their nondiscrimination and equal employment statements, and 41% of fortune 500 companies include gender identity and expression in their nondiscrimination and equal employment statements; and,

Whereas, several universities in Arkansas including the University of Arkansas already offer these protections; and,

Whereas, the University of Central Arkansas competes for talented staff with other higher education institution and private enterprises; therefore,



Be It Resolved, that the Staff Senate of the University of Central Arkansas requests that all hiring documents, nondiscrimination policies, and the University of Central Arkansas Equal Employment Opportunity Commission statements be amended to add sexual orientation, gender identity and expression, and religious expression.

Thanks for your attention,  
xxxx

Senator Copeland

A new faculty member went through orientation. No diversity statement to be included in syllabi.

Senator Isanhart;

Concerned with continuing erosion of enrollment.

Senator Rowley:

Is concerned about enrollment, however, new VP of enrollment is in his first semester.

XI. Adjournment

Senator Bolter motion to adjourn and Senator Browne.