

UCA Faculty Senate Minutes of Thursday, 8/27/09, 12:45 P.M., Wingo Hall 315

President Parrack called the meeting to order at 12:45 P.M.

Members Present

- Business Administration: Bartczak, Bell, Moore .
- Education: Albritton, Copeland, Hebert.
- Fine Arts and Communication: Burley, Castner, Rospert.
- Liberal Arts: Parrack, Spivey. (Castro, excused)
- Natural Sciences and Mathematics: Bratton G, Isom, Seifert.
- Health and Behavioral Sciences: Fletcher, McCullough, Poole.
- At-Large Senators: Acre, Bratton D, Jones, Lichtenstein, Ray, Schaefer.
- Office of the Provost: Provost Grahn.

I. Approval of Minutes from July 13, 2009 (attached pdf: senminutes071309)

MOTION to approve minutes by Copeland, seconded by Ray.

Schaefer: Minutes should be corrected to reflect his status as an At-Large Senator.

APPROVED, unanimous, as amended.

II. President's Report.

A. Meeting with President Meadors.

On 8/17/09, Provost Grahn, President Parrack, and Jack Gillean met with President Meadors.

Discussion included affirmative action, diversity, and the possibility of establishing a UCA ombudsman position.

B. Faculty appointment of President Meadors.

Provost Grahn: President Meadors is a tenured, full professor in the Department of Leadership Studies.

C. Academic Priorities Worksheet:

President Parrack: Please send worksheets to President Parrack as soon as possible so they may be discussed at the 9/8/09 Senate Meeting.

Bratton, D: Will results be anonymous?

President Parrack: Yes.

III. Committee Reports.

A. Executive Committee.

1. Review of Parliamentary Procedure (Seifert)

Seifert: Information regarding parliamentary procedures was emailed to all Senators. Senate by-laws may be viewed on the Faculty Senate website. Senators may speak only after being recognized by the Chair. Debate begins only after the President states a motion or resolution. Voting takes place only after debate ends. Remarks should not be attributed to named persons. The recommended language is, "A colleague stated the opinion that..." Committee reports are suggestions, and may be debated after they are presented.

2. Vice President for Finance Search appointees: TBA

MOTION by Burley to nominate Clint Johnson. Second by Bratton, G.
APPROVED, unanimous.

3. Website Task Force appointee: Joanna Castner Post.

MOTION by Lichtenstein to approve, second by Hebert.
APPROVED, unanimous.

B. Committee on Committees—Committee Appointments (attached doc:
universitycommittees082709)

Presented by Burley.

MOTION to approve by Jones, second by Hebert.

Moore: Correction. Correct name for Graduate Council appointment is "Patricia" Mounce rather than "Pam" Mounce.

APPROVED as corrected. unanimous.

C. Academic Affairs.

Schaefer: No report.

D. Faculty Affairs I.

Bratton, G: A meeting will be called sometime soon.

E. Faculty Affairs II.

Ray: No report.

IV. Announcements and Concerns.

A. Next Meeting: Tuesday, September 8, 2009 at 12:45 pm.

President Parrack: President Meadors will be a guest at the Faculty Senate's second meeting in September.

B. Faculty Senate Social: Friday, August 28, 2009 from 4:30 – 6:30pm, 1690 Nighthawk Circle.

C. Send CVs to Susan Lilly: SusanL@uca.edu.

D. Faculty Concerns from the Meetings with Senators. (Please see below.)

1. Faculty not affiliated with a specific college.
2. College of Business.
3. College of Education.
4. College of Fine Arts and Communication.
5. College of Liberal Arts.
6. College of Natural Sciences and Mathematics.
7. College of Health and Behavioral Sciences.

1)

At-Large Senators: Lichtenstein.

Attendance:

At-Large Senators: Jones, Schaefer, Lichtenstein, Bratton D, Ray.
Approximately 20 faculty.

Concerns:

- Eligibility of non-tenure track faculty for phased retirement option.
- Status of the 2008-2009 Budget Advisory Committee.
- Transparency from the Office of the President with regard to expenditures for items such as parties and campus landscaping. By what process are decisions made for expenditures? Perhaps the Office of the President should send budget messages to all students, faculty, and staff on a quarterly or semester basis.
- Equitable representation on the Faculty Senate for faculty who are not affiliated with a college. Perhaps work toward gaining designated representation on various university committees by unaffiliated faculty. Perhaps convert one of the At-Large slots into a designated unaffiliated faculty position.
- What is the status of funding for travel? Perhaps the various college travel funding guidelines that were prepared recently in response to Provost's request should be posted for everyone to review and compare.
- Request for clarity from the Office of the President with regard to 1) fiscal strategy, 2) filling faculty vacancies.

- The Senate should push for the continuation of the style of transparency that was exhibited during the tenure of Interim President Courtway and Interim Chief Financial Officer Bunny Adcock over the past year.
- The Faculty Senate should seek information with regard to the disbursement of scholarships and their place in the overall academic mission at UCA. Also, why hasn't the Scholarship Committee been meeting?
- It would be helpful for faculty to see 1) a strategic plan for admissions, and 2) a master plan for facilities management.
- Discussion regarding the makeup of the Board of Trustees. Why are there no academics on the Board?

2)

Business Administration: Moore.

COLLEGE OF BUSINESS
FACULTY SENATORS with FACULTY MEETING
August 25, 2009

- 1) There is concern that special fees are collected from students (i.e., library fee, technology fee) but not being used for the designated purposes.
- 2) Faculty are concerned that the south side of campus has insufficient parking spaces for the increased number of students and faculty that will be utilizing the new business building. Also a stoplight is needed at Donaghey and Beatrice Powell Street to prevent to aid with left turns onto Donaghey and to aid pedestrians crossing Donaghey.
- 3) The new business building will have fewer computer labs and computers available for student use. In addition, there is insufficient and inadequate number of computer labs for students across campus. Additional funding is needed for computer labs , many of which do not have specialized software required by certain courses.
- 4) It was noted that admission standards have not been followed. We note that UCA has had unusually high numbers of students placed on academic probation; we believe that is the result of admitting unprepared students.
- 5) Faculty are concerned with security controls over internet enrollments. How do we know that the student enrolled is the student actually doing the work? Do departments have adequate oversight over course rigor and grading standards?
- 6) What is the status of an Honor Code for students?
- 7) Regarding student appeals when academic dishonesty is involved, some faculty believe that a college committee of faculty should be inserted into the appeals process in order to provide a

faculty perspective. One suggestion was that students would first appeal to the faculty member and then department chair. The appeal would then go to a college committee which would submit findings to the Provost for final determination.

- 8) Some believe the University should publish a detailed “hard” budget and follow up with published actual expenditures compared to budget.
- 9) Faculty believe the University should disclose all scholarships by numbers and amounts classified by purpose, for example: athletic by team, Honors College, academic or performing arts by discipline.
- 10) Faculty are concerned that summer school compensation at UCA is less than summer school compensation at UALR, ASU, and UAF.
- 11) Some faculty believe that student evaluations designed specifically for distant-learning courses should be developed and administered.

3)

Education: Copeland.

College of Education and Faculty Senators Meeting
August 25, 2009
1:40-2:30PM

Faculty Senate Representatives:

Jud Copeland
Shelley Albritton
Terri Hebert
14 Faculty Present

AGENDA:

Input by College Of Education Faculty/Staff:

1. PARKING ISSUES:

Parking issues specifically for COE (year after year we have meetings and nothing is happening about parking issues; additional information useful – after 4:30 anyone with a tag can park anywhere on campus; data in college meeting shows many more graduate students in COE and they arrive at night – faculty cannot go away for dinner and then be sure of a parking space when they return; zero cost – just buy a parking sticker and park in appropriate spaces; then enforce the rules; not following through – police; has to split schedules to find a parking space; ample parking, no shortage; can’t just complain and not find a solution; volunteered to go through training and hand out tickets, but was refused; people getting away with things that may not want to be exposed; enforce what is already written; patrol after there is a problem – post-active with police; students are customers and we must remember that, but we can’t serve them if they cannot find a parking place; we all have to have parking and it must be fair; was 4:30 rule implemented prior to so many night classes being offered; suggest open parking to 6PM; chief said that police do not patrol past 3 PM as of last May; students have received tickets in evening classes; have been on parking committee and as fac. Senator I was to deal with faculty parking issues – was told that faculty have conflicts of

schedules and must have faculty aware of procedures – underscore that people avoided tickets in highest of offices in as much as \$300 and was friends with people – change of leadership and maybe that something can be taken care of – people giving tickets giving them inappropriately to faculty and staff – people taking cell phone images to verify issues – must have better training of those giving tickets – no excuses policy must be in place – having two weeks of freedom is crazy, maybe two days; must move our cars at 3:30PM and the workday ends at 4:30PM; other universities modeled – none really; parking is an issue wherever you go but not to this degree; identify lots – why aren't they labeled; waiting to get \$300 before putting their transcript on hold is too much; could they close emails, and other accounts – yes, but the limit is maybe too high

2. **REFLECTIVE MARKERS FOR SAFETY:**

The university should consider putting reflective markers or something that will make it safer to walk to and from the childhood center; children take trips back and forth to make it safer for them too

3. **OFFICE HOURS:**

Office hours; moving from combinations of online and face to face classes; will office hours – 10 – be required when many work from home; allocate the time to provide better work effort; moving digitally and is there a purpose for being here face to face; is there a policy for this; students hardly ever come during office hours; what does office hours mean – does it mean that we can be found by someone on campus or that we are available online to have a conversation with someone else; we must generate some ideas to have ready when asked; is it university wide to have office hours; in faculty handbook; university conversation needed; if teaching students in northwest Arkansas and are not able to come to the office; virtual office hours can be posted via Blackboard; they are not counted in the official ten hours and thus, adding to the number of overall office hours; Can we document how many hours we spend online with students; another item within the conversation of office hours deals with how the time spent in the office be determined – is it the chair's decision or is it the faculty member's decision – especially for tenure track individuals; must there be specific time required to be in the office if above the ten hours of office time, and if so, must there be close scrutiny of how that time is used; do faculty members have the flexibility to conduct research or do service projects out in the field

4. **TRAVEL FUNDS:**

Talk about increasing or having travel money available to tenure track people

5. **SWINE FLU AND CONTINGENCY PLANS:**

Conversation about swine flu; contingency plan to encourage not to come to class; Blackboard site for face to face class; guidelines from university are needed; policies and procedures needed; main issues within COE have set unexcused absences and policy will force people to come to class; will policies need to be looked at – who will have excused absences and who will not; students are already asking about this just in case it comes; public schools have policies in place; UT Texas asking faculty to be more lenient about absences

6. **GRADUATE STUDENT PROGRAM STATUS:**

Graduate students on probation for numerous semester or on probation and then off and then on again; remediation plans students were put on in one department and another department didn't know about it; will grad school have difficulty enforcing policies or if they are on probation for multiple semesters, are there consequences for the students; creates potentially

difficult issues for faculty to face; expectations and accountability are needed; academic rigor and integrity; propose every grad student get a freebie for academic probation, but if it happens a second time then they must appear before some faculty review board to get off of probation; if they go for 6 or 9 hrs before graduation, then it is highway robbery; not fair to students at all

7. **TRAYS IN THE CAFETERIA:**

Place the Trays back in the cafeteria; seconded; can bring your own trays

8. **INSURANCE PLAN OPTIONS:**

Currently the insurance policy allows employee plus one child. The employee has more than one child and to add both her children, she must choose the employee plus family plan in order to have both children covered. Her husband does not need to be on her plan. The employee plus family plan is nearly \$400.00/monthly and is considerably more expensive than the employee plus one child plan. The employee wanted to know if a plan could be found that included more than one child and did not force her to choose the expensive employee plus family plan.

4)

Fine Arts and Communication: Castner
CFAC Faculty Concerns

- Our faculty salaries are not on par with our colleagues' at peer institutions.
- Has health coverage been cut for people over 65? Isn't it in the Faculty Handbook that those over 65 will retain their health coverage?
- What happened to the satisfaction survey about health care? Wasn't it supposed to be distributed to faculty yearly?
- Can we make faculty parking 24 hours around Snow Fine Arts? Students living in the dorms park there overnight, so there are not enough parking spots for faculty in the morning.
- Can we increase summer offerings?

5)

Liberal Arts: Spivey.

College of Liberal Arts Meeting with Faculty Senators

August 25, 2009

215 Irby Hall

1:40 to 2:30

Faculty Senators: Dr. John Parrack, Dr. Wendy Castro, and Mr. Phillip Spivey

Concern 1: There is concern that there is no way for faculty to directly forward technology concerns to the IT Department. Some faculty members suggested each college could more efficiently voice concerns via an in-college technology acquisition council. Due to a need for better technology equipment and more effective communication between faculty and I.T., it was suggested that colleges should spearhead these efforts from within rather than through

the University Technology Committee (which some faculty deemed as inefficient and too broad in focus).

Concern 2: The 4-4 teaching load, along with IDC training seminars and other duties, is putting a strain on faculty time and productivity. Could the standard UCA faculty teaching load be scaled back from a 4-4 to a 3-3 teaching load if the faculty member is directing a graduate thesis or teaching a graduate course?

Concern 3: CLA faculty suggested that faculty development should be a top budget priority, and the travel funding issue should be addressed by the UCA Faculty Senate during the 2009/2010 school year.

Minor Concerns:

- A. Duplicating and sending the same e-mail announcement from multiple departments could cut down on redundancy and increase efficiency in communication.
- B. Online grade reporting hours should be expanded for faculty, and consistency implemented in days grades are reported (rather than Monday, Fall semester and Tuesday, Spring semester).
- C. An academic misconduct policy should be clearly stated and implemented by the end of the 2009/2010 school year. A question was raised concerning whether or not former UCA Provost Dr. Gabriel Esteban purchased a subscription to www.turnitin.org.
- D. CLA faculty appeared resigned to the plan for online student course evaluation. However, they were happy about the notion that online would mean evaluations could be done later in the semester. Also, there was consensus that administration should do something to entice/encourage students to fill out evaluations (like raffle iPods).

6)

Natural Sciences and Mathematics: Isom.

CNSM College Faculty Meeting

Senators George Bratton, Chuck Seifert, and Lori Isom

- Appreciation was expressed for the Administration's support for and the Board's approval of the Web of Science acquisition.
- A request for clarification regarding the purpose of the Promotion and Tenure meetings was expressed.

- A suggestion was made that a Computer Science component be added to our General Education requirements.
- Several faculty members requested to know the status of faculty development travel money availability for this year.
- A request to restore the faculty parking behind the Farris Center that was lost when the lot was repaved.
- A concern was expressed by several faculty that the current division of funds from fringe grant payments was not justified, including payment for summer insurance (Medical and Dental) coverage and athletic/event admission. Upon review, these questionable practices could be viewed negatively by granting institutions.
- Enrollment management should be more carefully undertaken so that students are not admitted to the University after classes have already begun. This practice causes course disruption and questionable course admission when the student's transcripts from other institutions have not been received.
- A faculty member sent the following concerning a gap in vision/dental coverage upon hire: "As we discussed, I was surprised to learn, at the time that I was completing Human Resources paperwork at the end of June (my position began July 1), that vision and dental coverage would not begin until October 1. At minimum, I felt like I should have been informed about that prior to coming here so that I could have gotten my eyes checked and my teeth cleaned on my old coverage. To be fair, coverage in these areas should have begun at the same time that health coverage began (on my first day)."

7)

Health and Behavioral Sciences: McCullough.

Meeting of CHBS Faculty

Approximately 50 faculty attended 8/25/09

Concerns and issues discussed (in no particular order of importance):

1. Lab Fees- Do those go directly to the college or departments?

BOT Policy June 2005

-these fees have been returning to the departments until this fiscal year

-Has accreditation implications (non-compliance issues) for individual departments if money isn't distributed to departments

-ethical issue – Students need to trust that we are putting the money where we say we are.

-in the interest of transparency where are the funds going?

Continue to push for transparency- to faculty and students so that we know where the money is going; don't call them fees for lab fees/health science fees if they aren't going to our students (fees should be itemized on bills)

-What's the plan and when will it take effect?

-If it is lost- then why do only students in our college pay these fees- it's not fair

2. Issues related Promotion & Tenure and advancement

- We need to be pro-active as a faculty for evaluating teaching effectiveness (need procedures for peer evaluation of teaching)
- there should be open discussions about the process
- what documents should be included?

3. Departmental Operating Budgets

- travel cuts (i.e., faculty development) are a serious concern
- Faculty Senate should follow up on the Faculty Development Resolution from 2 years ago

4. University adherence to established minimum acceptance guidelines for Admissions

- Extended late admissions are still a problem- Admissions is sending students out on campus to "beg" to get in classes, setting students up for failure- students and parents are frustrated
- admissions should be closed after classes have started

5. Faculty parking

- Behind Farris center the parking is now open to all (white strips) but it is still on campus map as faculty only

6. Faculty salary raises?

- What's the plan to get this done?
- Are they going to eliminate any administrative positions that were created under the Hardin Administration without proper searches?

7. Healthcare

- Will it be put out for a bid?
(UHC- will be 12% higher this year so they are going to put it out to bid)
- What's going on in general?

8. Online courses-

- Need more money for technology support & resources
- Over half of the graduate hours are produced in our college, with many courses being offered online production. Our Faculty & Students more tech support.
- Technology Infrastructure -What's the plan?
The university needs to do a better job of supporting faculty for required teaching expectations.

9. URC monies-

- Need summer stipends and research monies, only \$126K (same as 1995) for URC research grants this year
- The university needs to do a better job of supporting faculty for required research expectations.

10. Faculty senate should follow-up on the academic misconduct policy

11. University needs a strong strategic plan

12. The CHBS Faculty appreciate that notices are put out regarding Faculty Senate agendas and minutes from each meeting.

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President Parrack: All reported concerns will be reviewed by the Executive Committee.

E. Other Announcements and concerns.

Rospert:

1. Miss UCA Beauty Pageant, 8/27/09 memo from constituent:

"TO: Jennifer Rospert, Faculty Senator

FROM:

RE: Miss UCA

DATE: 27 August 2009

Dear Faculty Senate:

I respectfully ask that you take the following concerns and recommendations into consideration.

I am not alone in finding the Miss UCA beauty pageant disgusting and sexist. While others have expressed disgust at several aspects of the pageant, I would only like to address a single component, the most disgusting and sexist element of the Miss UCA event.

I am amazed that we UCA faculty have not protested more strenuously the "bathing suit" portion of the "competition", which organizers call the "Lifestyle and Fitness Section." This is clearly not about lifestyle and fitness. It is the same competitive display of sex appeal as it has been for decades, despite the name change. While the legal framing of this section of the beauty pageant -and it is a beauty pageant, semantics aside-- does not "require" a bikini and flesh-colored high heels, these are not only customary, but expected. When was the last time a winner was chosen who refused to expose herself in this manner?

To *expect*, therefore, that our students should take off most of their clothes in order to qualify for prize money is an affront to everything we are asked to uphold as faculty of this university and, more importantly, as mentors to the young women who come to us for an education.

This is flesh for entertainment and sex appeal for compensation, and little more.

While it may be beyond the scope of the Faculty Senate to act to remove the name of UCA from this event, I believe that, nonetheless, you can make a forceful statement. Although, I suspect the legal remedies have not been fully explored.

I would recommend that the following position be adopted by the Faculty Senate:

"As long as our students are expected to expose their flesh in this event, we request that:

- the name of the University of Central Arkansas ("UCA") shall not be used
 - UCA facilities shall not be used for any component of this pageant
 - no part of the compensation shall include a UCA scholarship
- and
- enrollment at UCA be stricken from the eligibility requirements."

These actions would serve to sever any associations between our university and this archaic practice.

Additionally, I ask the Faculty Senate to draft a statement to the Administration that as long as "UCA" is associated with such sexist activities --in name, in the facilities used, in the compensation, and in the eligibility requirements-- it is inconsistent to require faculty to attend annual sexual harassment seminars. That we condone the judgment of our students based on sex appeal while asking our faculty to be "trained" to avoid sexual harassment and sexism in general, is a glaring contradiction of purpose.

I thank you sincerely for your continuing hard work on my behalf. "

2. Short Term Study Abroad guidelines, 8/27/09 memo from constituent:

"Dear Senator,

The following line appears in the Short Term Study Abroad guidelines available at the non-UCA website wix.com/StudyAbroad/Office-of-Study-Abroad:

"The faculty member may decline acceptance of a salary, in which case those funds will be applied to the program to reduce the cost for students."

Could we faculty also ask that the Study Abroad office, or the Office of Academic Outreach decline their portion of the cost of a study abroad program "to reduce the cost for students"?

This seems very strange and one-sided to me."

V. Adjournment:

MOTION by Copeland, second by Ray.

APPROVED, unanimous at 1:30pm.