

## **UCA Faculty Senate Minutes of Tuesday, September 24, 2009, 12:45 P.M., Wingo Hall 315**

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

### Members Present

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

I. Approval of Minutes from September 8, 2009 (attached pdf: senminutes090809)

MOTION to Approve: Copeland, second by Ray.

APPROVED: Unanimous.

### II. President's Report

A. Introduction of Part-time Faculty Senator: Nilu Runge.

B. Question and Answer with President Meadors.

President Meadors: UCA is a wonderful university, and one of the biggest parts of the President's job is to get the word out about what a great place this is. We all need to do a better job publicizing UCA's high quality and excellence.

Copeland: Presented several questions from the College of Education.

1) Is there a start date for the Ph.D. Program in Leadership Studies?

Provost Grahn: Academic Affairs is working on this. The Provost and the Deans have concerns about fitting this into everything else we are pledged to do this year.

President Meadors: Perhaps we are already trying to do too many things with our existing resources.

2) Travel to professional conferences remains vital in the area of faculty growth. It allows for networking opportunities as well as advancement in the area of research. What progress has been made on developing a plan for expenses such as for business-related travel and reimbursement? Faculty would like to be able to plan for future travel having accurate knowledge and a commitment of reimbursement.

President Meadors: Last spring, the Budget Advisory Committee was given all available money and this money was put in the various working units of the University. Therefore, if money for travel is not available, the reason is that funds are insufficient. As we move forward, we will try to generate more money for areas such as faculty travel. Perhaps \$1,200 to \$1,500 per faculty member, although could be more or less.

3) What information has been gained through the faculty/staff meetings held with the President? Will any of that information transfer into changes on campus? If so, what areas are being investigated for possible change?

President Meadors: For example, the unacceptable condition of some of the residence halls.

Bratton D: There are concerns about the quality of the students whom UCA is admitting. What are your views on admission criteria?

President Meadors: Perhaps we've made too many exceptions to our criteria. We need to provide opportunity, but this does not mean that access is guaranteed. We might consider, for example, a system whereby students are conditionally admitted to a summer semester and, based on their performance, either admitted or not admitted to the fall semester. There will always be justifiable exceptions to any set of admissions criteria, and they should be considered by committee.

Fletcher: Please comment on the increase in health insurance premiums. Perhaps we should consider the approach used by Hendrix College in dealing with this problem.

President Meadors: In Arkansas, each university handles this problem individually. If we are able to band together with other institutions, we may be able to benefit from lower rates. For example, perhaps the deductibles could be lowered. This would be especially helpful to individuals making, for example, only \$18,000 per year.

Ray: Can you comment on the rumor that UCA's official work day will change from 8am-430pm to 8am-5pm?

President Meadors: This has been discussed, but, if it happens, there will be a lot of lead time, a lot of discussion, and special attention will be given to those with individual needs, such as picking up children at day care.

Ray: Is there some sort of a master plan for dealing with faculty morale?

President Meadors: We need to show that we are heading in the right direction with regard to being open and honest. We will seek feedback from students, faculty, and staff. We will make sure that funds will be spent as intended.

President Parrack: With regard to faculty morale, hopefully the message from this year will be that we will openly invite people to engage in shared governance. For example, the newly appointed Budget Advisory Committee.

Burley: With regard to a university master plan, what's the next step?

President Meadors: Over the next 18 months, we will create a master facilities plan. We need to determine our current student capacity and our current capacity for faculty offices. The next important building to be constructed may be a general faculty office building. Over the next six months, we will begin creating a strategic plan. Where are we now? What do we wish to be? How do we get there? Once there, how do we stay there? We need solid data. The greatest challenge at present is to get us back to a healthy budget. This means a budget that would include a 3-5% financial reserve. At present, we have no reserve funds. Also, we need to work toward a faculty pay raise.

Isom: There is a level of paranoia on campus with regard to where student fee money is going. Also, with regard to money that is coming in from grants.

President Meadors: We need to pull ourselves out of the type of situation that was created some time ago, whereby most of student lab fee income went into a general account. It may take three or four years to fix this at UCA.

President Meadors: [re: scholarships] We do not need to give so many scholarships to get students to come to UCA. This is a great school, and we do not need to buy students. We do need to work harder on marketing UCA's excellence. We can recruit tuition paying students to come to UCA. Although the media reports that UCA is the most expensive public university in Arkansas, the difference, in some cases, is as low as \$22, and that amount is unlikely to govern which school a student chooses to attend.

Isom: Will the UCA athletic budget be more open and accessible in future?

President Meadors: I don't know much about how this worked in the past.

President Parrack: This had to do with how the Budget Advisory Committee procedures were set up. The procedures were followed as intended.

President Meadors: The problem for UCA and Division One status is that no one took the time to build up the supporting funds at the front end of the process. Now, we have to do it at the back end, and this will take time. It is not uncommon for money from auxiliary funds to go to athletics. However, auxiliary funds should also go to other needs such as scholarships and overall enhancements rather than only for athletics. For example, these funds might also be used to support cultural events.

Isom: Would you comment on the rumors that cuts are being made to the Honors College scholarships?

President Meadors: We are required, by state law, to cut scholarship money, and we are cutting scholarships across campus. The Honors College was not targeted for cuts in scholarship money.

President Parrack: Are there plans to cut overall scholarship expenses from this year to next year?

President Meadors: Next year's freshman class will have approximately 25% less scholarship money.

President Meadors: [in regard to enrollment levels] We are still the second largest in the state by FTE numbers. Some of our so-called loss of enrollment is really due to our intentionally correcting the misleading way in which enrollment figures were presented in the past.

Fletcher: Might there be faculty merit raises in our future?

President Meadors: Over time, there will probably be money for raises. How much money may go to merit raises will depend on the amount of money available and on how I am advised to allocate it. For example, with a 3% pool of money, 1% might go to merit and 2% to across the board [increases].

Castro: As a campus we seem to be increasing the emphasis on research. Perhaps we should move toward a 3/3 rather than a 4/4 teaching load. Also, teaching loads across campus are not equitable.

President Meadors: That decision will have to come from the academic side. Based on the strategic plan we will develop, if we continue to be a primarily teaching university, then our research should be tied to our teaching. Our research will have to be tied to getting undergraduates involved in undergraduate research.

### C. Correspondence and Updates

President Parrack: The Budget Advisory Committee is now fully staffed, and the membership list on the Senate webpage is now up to date.

President Parrack: Received a nice email from Advising Center Director, Berdie Eubank, thanking the Senate for its involvement in the academic probation hold program.

President Parrack: Provost Grahn held a meeting to reconcile the two proposals (SGA and Library Committee) from the Spring 2009 semester concerning a student Library fee. SGA President, Cody Wilson and Library Director, Art Lichtenstein are working on a prioritized list

of improvements. This list will be used to determine what fee amount is eventually proposed by the Provost to President Meadors.

Provost Grahn: Commented on discussions about the proposed Ph.D. program in Leadership Studies.

Provost Grahn: Commented on travel money. We began with the premise that \$1,000 would be budgeted per FTE per department, but this was simply not possible if we were to continue adequate support of our instructional programs. The conversation about travel funds will continue.

Provost Grahn: The rumor about office hours across campus switching from 8am-430pm to 8am-5pm is false. This change is only in the discussion stage. What might change is that offices will be required to have at least one person working until 5pm rather than closing down at 430pm.

Provost Grahn: Commented on the Honors College. The decrease in scholarship funds for the Honors College is coming from an across the board cut in scholarships for next year. The Honors College is not being targeted. Since the restrictions on scholarship money are related only to public money, the Honors College may wish to pursue private funding for scholarships.

### III. Committee Reports

#### A. Executive Committee

President Parrack: No report.

#### B. Committee on Committees

Burley: Finishing with a few loose ends. Almost done.

#### C. Academic Affairs

Schaefer: No report.

#### D. Faculty Affairs I

Bratton G: Making progress with current charge.

#### E. Faculty Affairs II

Ray: No report.

### IV. Announcements and Concerns

Isom: Received email from a constituent.

"When walking across campus, it has become increasingly difficult to avoid large groups of students smoking. In particular, the alley between Torreyson and Doyne. During class changes, the amount of smoke in this area can be stifling and to the point of being a health hazard for others walking through to get from one class to the next. Can the Senate explore the need/feasibility/desire etc... to either (1.) greatly limit where you may smoke on campus or (2.) make UCA a completely non-smoking campus such as UALR has implemented this past year."

Burley: All Arkansas public universities will be smoke free as of this coming fall.

Provost Grahn: Gave additional details about the coming state regulation [smoking].

Castro: Received email from a constituent.

"I would like the Faculty Senate to begin advocating as one of its top priorities that the university move toward a 3/3 load as the standard teaching load. The university now lays research expectations on its faculty, and a 3/3 load is more important than travel finding for faculty to produce research. UALR has a 3/3 load., In addition,. The situation at UCA is inequitable. The Business faculty already have a 3/3. It seemed that previous provosts were trying to move UCA toward a campus-wide 3/3, but this provost is taking actions to move us backward. Thank you."

Runge N: Scholarships are decreasing, but won't the Arkansas lottery money help with scholarships?

Bratton G: The lottery money will go to individuals, not to universities.

Provost Grahn: This will mean that more students will be able to bring money to the table as they attend college.

A. Next Meeting: Tuesday, October 13, 2009 at 12:45 pm

B. Other Announcements and concerns

V. Adjournment

MOTION to Adjourn by Copeland, second by Hebert.

APPROVED: Unanimous.

Adjourned at 2:15pm.