

## **UCA Faculty Senate Minutes of Tuesday, October 13th, 2009, 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: Advised Absent).
- Fine Arts And Communication: Burley, Castner-Post, Rospert.
- Health And Behavioral Sciences: Fletcher, Poole (McCullough: Advised Absent).
- Liberal Arts: Parrack, Spivey (Castro: Absent).
- Natural Sciences And Mathematics: Bratton G, Isom, Seifert.
- At-Large Senators: Acre, Bratton D, Jones, Lichtenstein, Schaefer (Ray: Advised Absent).
- Senator For Part-Time Faculty: Runge N.
- Office Of The Provost: Provost Grahn.

I. Approval of Minutes from Thursday, September 24, 2009 (attached pdf: senminutes092409)

MOTION to Approve: Copeland, 2nd Schaefer.

APPROVED: Unanimous.

### II. President's Report

#### A. Faculty Handbook Committee

1. Minutes from September 17, 2009 (attached: handbookminutes091709)

2. Resolution (attached: handbookresolution101309)

MOTION to Approve: Schaefer, 2nd Copeland.

APPROVED: Unanimous.

#### B. Correspondence and Updates.

1. Fringe Benefits Committee (attached: healthcarecomparison101309).

President Parrack: Total increase is \$90,600 (2%). Also, there are increases in dental, life, and long term disability insurance. These changes were approved by the Board of Trustees during a teleconference this past week.

2. Budget Advisory Committee.

President Parrack: President Meadors met with the BAC. Discussion included UCA's attempts to collect student accounts receivables (over \$10,000,000).

Bell: What are the consequences if a student owes money?

President Parrack: They are prevented from graduating. Part of the problem is students who have already left UCA. Explanation of conditions that could lead to someone being purged.

3. Academic Integrity Workgroup. The group is working towards a consensus document that may be shared with the campus during this semester.

### III. Committee Reports

#### A. Executive Committee

1. Contribution of \$300 to the Veterans' Day Event.

MOTION to Approve: Isom, 2nd Bell.

APPROVED: Unanimous.

Seifert: The intent is to make this celebration an attraction for all veterans of Faulkner County.

#### 2. Committee Charges.

a. Academic Affairs: *Study academic accommodations provided to student athletes (e.g. advanced registration, off-grid classes, non-academic locations for courses, athlete-only courses). Present a report/recommendation on the appropriateness, process, and implementation of these accommodations by January 15, 2010.*

#### B. Committee on Committees.

Burley: Other than one slot on the Retention Committee, the Faculty Senate webpage committee listings are now up to date.

#### C. Academic Affairs.

Schaefer: Working on charge.

#### D. Faculty Affairs I.

1. Resolution on Training Workshops (attached: workshopresolution101309).

Bratton G: Deferred introduction of the resolution until Mr. Tom Courtway, UCA General Counsel, could address the topic

By prior arrangement, President Parrack invited Mr. Courtway to address the topic.

Courtway: Any institution of any size needs to have a program of sexual harassment training in place. It is to our advantage to have other training programs in place also. If we get sued or have a EEOC complaint filed against us, having these types of training programs in place is one of our best defenses.

President Parrack: Are there other questions for Mr. Courtway?

Bell: What is the situation with the billboard that's on Rt. 286?

Courtway: Shared information about this matter that is already part of the public record. In a related court case, UCA prevailed.

MOTION to Approve Resolution: Bratton G, 2nd Jones.

President Parrack: Other discussion and/or questions on this issue?

Burley: If we pass this resolution how do we go to the next step? How do we require that there be written procedures?

Bratton G: Not sure that the Faculty Senate has the prerogative to make anyone do anything.

Bratton D: Perhaps all the required training sessions could be made available online, to make it more convenient for faculty to take them.

MOTION APPROVED: Unanimous.

E. Faculty Affairs II.

(Ray): No report.

IV. Announcements and Concerns.

A. Next Meeting: Thur, October 22, 2009 at 12:45 pm.

(Faculty Senate meetings typically take place on the second Tuesday and fourth Thursday of each month during the academic year, except during vacation periods and finals week.)

B. Other Announcements and concerns

Copeland: Concern from constituent.

"I have a concern about the street crossings on the backside of the campus, which seems to have been overlooked in the Echo. Since the fall term has started, I have been almost hit by traffic on 4 separate occasions. I tend to park at the Child Study Center, since it is easier to find parking there as opposed to the other faculty spaces 'close' to the College of Education. I am not the only

faculty/student almost hit on numerous occasions. Unlike the other crosswalk for students nearer the other dorms & football practice field, this crossing does have 2 yellow poles to indicate that it is a cross walk & there is a sign. The other crosswalk has no identifiers & I have seen numerous students almost hit. My biggest concern is that often the Child Study Center (my son attended last year) utilizes many resources on campus as field trips and must cross to the main campus across Farris. It is frightening the number of times drivers (mostly non-student/non-faculty or staff) fail to observe pedestrians in this crosswalk. In the past, I have also witnessed public school students crossing the street in the mornings on the way to school. I am concerned that it will take a significant injury or death to slow traffic down." [N.B. President Parrack communicated this concern via e-mail to Mr. Lawrence and President Meadors on October 15]

President Parrack: We can pursue this with President Meadors and with Physical Plant Director, Larry Lawrence.

Jones: Concern from constituent.

"I would appreciate your raising a number of issues concerning retired faculty with the appropriate members of the Faculty Senate:

1. The loss of the UCA e-mail identity. The uca.edu address is used by most of us for our professional correspondence, something that is not going to cease merely because one no longer teaches classes. At most institutions, retired faculty are permitted to maintain this address for life.
2. The loss of the I-folder. Many faculty, like me, use the I-folder to store research and teaching materials. This would be useful to keep, particularly if one is called upon at a future date to teach the odd class.
3. Expulsion from Departmental websites. Many universities choose to honor retired faculty and to involve retired faculty in various activities by including them on the website as emeritus faculty. UCA, for some reason, chooses not to do this.
4. Some faculty maintain a research agenda after retirement. For such faculty, the availability of office space on a year to year or semester to semester basis would be an asset.
5. Mailing privileges. Most universities permit retired faculty to send and receive mail from the department mail facility and to use the departmental letterhead as a way of maintaining an ongoing relationship and allowing the retired individual to maintain a professional affiliation."

Rospert: Concern from constituent.

"I just heard that we are moving to online faculty evaluations. I know the Faculty Senate discussed this change, but I never saw a resolution emerge expressing our (the faculty's) stance on this. Perhaps the Faculty Senate's stance would have carried no weight in the

Administration's deliberations, but the lack of such stance guaranteed that our concerns would carry no weight—they would not even be heard.

Common sense, confirmed overwhelmingly by a poll of my 67 students, says that fewer, perhaps many fewer students will participate in the online evaluations. And those who will participate are more likely to be those students who wish to provide a negative evaluation.

These evaluations are important for constructive Faculty-Chair Annual Conferences. These evaluations and the Annual Conferences based on them are required for Tenure review.

If less than half of my students participate in the evaluation for a given class, I will ask my Chair to have that evaluation permanently discarded—removed from my record. Such an evaluation cannot offer meaningful data."

Burley: The Assessment Committee was the body that made that decision, and there was faculty representation on that committee. The Committee was aware of potential problems.

Provost Grahn: This was not a central administration decision, and there was faculty participation. The larger concern is the way in which we evaluate teaching. How do we know, other than anecdotally, that our faculty is committed to teaching excellence? The idea of peer evaluation has been rejected. The only other alternative is student evaluation. We are aware that, at some level, any student evaluation process is a customer satisfaction survey.

Rospert: What is the possibility of using peer evaluations?

Burley: Some departments currently use peer evaluation.

Bratton D: How do we know that the UCA faculty rejects the idea of peer evaluation?

Provost Grahn: We went through 14 months of discussion on this issue with both deans and faculty. I would encourage every department to use peer evaluation.

Runge N: The Biology Department has used peer evaluation.

Isom: The new chair of the Chemistry Department [Dr. Robert Mauldin] has experience with peer evaluation.

President Parrack: Any faculty member is welcome to invite a colleague to come to his or her class to observe and then write a letter for the faculty member's tenure and/or promotion application.

Fletcher: Last year, the Faculty Senate approved a resolution in support of the online student evaluations. No one has said that these evaluations cannot be required as part of a course.

Provost Grahn: Would like to see evaluations by both chairs and peers.

Bell: After 25 years at UCA, do not recall any chair coming to observe his class.

Provost Grahn: This has not been part of the UCA culture. This would need to be worked out appropriately and professionally.

Albritton: This approach could open up some rich conversations about the nature of quality teaching in the higher education arena.

Burley: [Announcement] Thursday 10/22/09 is the date of the AAUP award ceremony for Dr. Kurt Boniecki (Mike's Place, 4:30 P.M.)

Copeland: In the College of Education, we encourage faculty to read the Faculty Senate minutes. How much detail should be reported back to them from Faculty Senate meetings?

President Parrack: It's a good idea to encourage faculty to read the minutes.

Runge N: Thank you to the Faculty Senate and to Dr. Boniecki and to Police Chief James for allowing part time faculty to order parking tags online. Perhaps we should consider automatic payroll deposit.

V. Adjournment: 1:40pm.

MOTION to Approve: Bell, 2nd Bratton G.

APPROVED: Unanimous.