Meeting Notes

INFORMATIONAL SUMMER MEETING

NO ACTIONS TAKEN

University of Central Arkansas Faculty Senate

Tuesday, 15th (07/15/2014)

1:00 p.m. – Room 315: Wingo Hall

**Attendance:** (Unofficial meeting so attendance not mandatory.)

College of Business: Kaye McKinzie (2015) aa, Don Bradley (2016), Doug Voss (2017) aa

College of Education: Alicia Cotabish (2015), Jud Copeland (2016), Kevin Stoltz (2017)

College of Fine Arts and Communication: Garry Craig Powell (2015) aa, Christian Carichner (2016) aa, Lynn Burley (2017) aa

College of Health and Behavioral Sciences: K.C. Poole (2015), Alexandra Marshall (2016) aa, Mitchum Parker (2017)

College of Liberal Arts: Jacob Held (2015), Chris Craun (2016), John Parrack (2017) aa

College of Natural Science and Mathematics: Rahul Mehta (2015) (George Bratton), Ben Rowley (2016), Lori Isom (2017)

At Large Senators: Debbie Bratton (2015), Art Lichtenstein (2015), Kim Eskola (2016), Amber Wilson (2016), Lisa Christman (2017), Lisa Ray (2017)

1. Call to Order
   1. Reiteration by President Bradley: This is an informal, informational meeting. Can discuss but will take no actions.
2. First Informational item: Faculty Senate Committees
   1. Faculty Affairs I
      1. Initial Charge and Membership offered (See: <http://uca.edu/facultysenate/faculty-senators-2/> )
      2. Questions? None.
   2. Faculty Affairs II
      1. Initial Charge and Membership offered ((See: <http://uca.edu/facultysenate/faculty-senators-2/> )
         1. Question, Senator Eskola: Regarding retention- shouldn’t students on probation have more frequent meetings, than just once a semester? Need to focus on those students who haven’t been able to transition to college.
         2. Senator Held: Advisors with only AA degrees, is this a concern? Is this accurate? Senator Christman made a counter claim that advisors have Bachelors and Masters.

*(ADDENDUM: Added 07/16/2014. Provost Runge, in a meeting with the executive committee, provided the following information regarding advising. 1) 10 new advisors have been approved, 7 classified, 3 unclassified. Of these 8 have master’s degrees and 2 have bachelor’s degrees plus relevant experience. 2) The state provides job descriptions and qualifications for these positions denoted “educational counselors,” the requirements include the phrasing “or equivalent experience,” which may account for some without bachelor’s being hired; although that does not appear to be the case here. 3) The salary for these positions is set by state government, at least for the classified positions, and is approximately $35,500. )*

* + - 1. Senator Lichtenstein: Pay is an issue. President Bradley: That’s why we need to look into this.
      2. Senator Wilson: On Formal Decorum. Senators addressed as Senator, and take turns speaking, we need to give everyone a chance to speak before we speak again.
  1. Academic Affairs Committee
     1. Initial Charge and Membership offered ((See: <http://uca.edu/facultysenate/faculty-senators-2/> )
        1. Senator Copeland: Does this apply to undergraduate and graduate on-line courses? President Bradley: Yes.
        2. President Bradley: We also need standards to verify who is on the other end of the on-line course.
        3. Senator Copeland: Also need to protect our intellectual property rights with respect to these courses as they get developed.
        4. Senator Craun: Chief IT (Technical) officer (John A. Gale) should be plugged in to this so we can begin to discuss this with him. We can’t do most of this stuff without some interaction or engagement with IT.
  2. The website is under construction and is being updated currently.
     1. Senator Rowley
        1. The list of committees and members is out of date.
        2. Committee on committees will be figuring out who needs to be replaced and begin that process to staff those by/in the early Fall.
        3. Once that is done we can update the website. Currently it is being purged of bad information.
           1. Senator D. Bratton: Is the preference list up to date? Senator Rowley: No.
  3. Status of Student Success and Retention Council (SSRC) and Core Council: Need to go to Board for the August 10th meeting. Discussion regarding the constitution of these communities.
     1. Senator Isom: What about director of assessment on the UCA Core council. Does that position still exist, who has it?? Laura Young: Now Kurt Boniecki holds the position/responsibility for assessment.

1. Faculty Concerns
   1. Senator Eskola: Salaries. Attrition of quality, valued faculty due to poor salaries. Equity.
      1. Senator Isom: We were told we needed to replenish reserves. We did that on the back of faculty, but there is nothing coming back now. People feel devalued.
   2. Senator Lichtenstein: We are risking a morale problem. Faculty have borne a great burden. Yet we see other priorities and projects.
   3. Senator Craun: Issues surrounding Title IX. Committees and policies are not coordinated on sexual harassment policy. How to deal with issues about Title IX compliance? Senator Wilson: Need a clearly stated, articulated, and public policy.
      1. President Bradley: This is a handbook issue. They should take a close look at it.
      2. The addendum on the syllabus for Title IX compliance and mandatory reporting may lead to students not coming forward.
   4. Senator Isom: (Copy below was submitted electronically)

“Since being elected to the Senate, I have received the same concern from no fewer than five university employees. I summarize the crux of those concerns here and, as this is an initial submission expressing such concerns,I have removed all personal identifiers of those involved and those submitting the complaints will, as always, remain anonymous. The complainants are several in number and represent disparate roles and divisions in the university and therefore, they share no potentially subversive agenda.

The shared complaint centers around the increasingly entrenched perception that a certain academic affairs administrator has consistently been granted influence concerning university positions and business that this administrator’s title and job description does not put under their purview. Specifically…

1) *This/these administrator regularly attends meetings unrelated to their job description or responsibilities while other administrators of similar level do not regularly do so.*

2) *There is a prevalent sense that this administrator has significant and inappropriate input concerning whether a person should remain in a particular position or not.* Specific concerns include recent controversial changes/decisions in disparate positions including administrative assistant, department chairs, associate provosts, and deans.

3) This perceived influence has fostered an atmosphere of suspicion and mistrust concerning many of the decisions coming from Academic Affairs and undermines the free flow of ideas and opinions.

In summary the consistent, invasive presence at meetings and subsequent influence is increasingly perceived as intimidation and there is a clear sense that if one is not willing to play ball or if one doesn’t completely agree with this administrator, they will be forced out or fired. Claims are (anecdotal certainly, but not isolated at this point) that methods of such manipulation include the refusal supply needed resources to make the job difficult to maintain quality and then increased pressure on those positions to do so. Once the problem person is removed and replaced with someone compliant, resources flow unimpeded to foster the success of that position.

It is clear that those communicating such complaints are fearful of the ramifications of such boldness but their concern for the integrity of the University supersedes their personal concerns. It is not easy to stand. There are always prices to pay for such courage. It is their hope that once such concerns are expressed they will be addressed so that an atmosphere of trust can be restored.”

1. Adjournment (Need no motion, since informal meeting)
   1. Next info meeting August 7th, at 1:30, in Wingo 315.
   2. First regular senate meeting Thursday, August 28th