

Minutes
UCA Faculty Senate
February 22, 2018
Wingo 315, 12:45 PM

Attendance:

College of Business: Lewis-aa, McMullen-p, McCalman-p
College of Education: Feng-p, McClellan-p, Barnes-p
College of Fine Arts and Communication: Walter-p, Dahlenburg-p, Talbot-aa
College of Health and Behavioral Sciences: Demers-aa, Morris-aa, Lowder-p
College of Liberal Arts: Willis-p, Burley-p, Pauly-p
College of Natural Sciences and Mathematics: Bratton-p, Padberg-p, Peppers-p
At Large: Spivey-aa, Winden-Fey-p, Eskola-aa, Bogoslavsky-aa, Forbush-aa, Wilson-p

FS President Duncan-p, FS Vice President Mehta-p, President Davis-p, Interim Provost Hargis-p

Invited Guests:

Shelley Mehl, Associate Vice President for Outreach and Community Engagement
Lesley Graybeal, Director of Service Learning
Peter Mehl, Interim Dean-College of Liberal Arts
Mindy Pipkin, Associate General Counsel and Compliance Officer
Mike Lloyd, Interim Chief Information Officer
Hershila Lallu, SGA President

Introduction Items:

- I. Comments – President Davis
 - a. Had a good SGA town hall last night. President Hershila Lallu led well. Good dialogue with students (topics such as: tuition and fee structure, sexual assault prevention and victim advocacy, campus carry, faculty/staff diversity, polling station [it will stay at UCA!]).
 - b. Continue to be glad that Mike Lloyd is making progress on what needs addressing from peer review process last fall. IST team is really working hard and seeing big differences.
 - c. Senator Lowder: How strongly do you feel that from our current group of four provost candidates that one will be offered position?
 - i. President Davis: Names were enthusiastically put forth by the committee, so excited about that. Will know much more after candidates are here, but I have faith in process. Will be making a lot of calls and doing background research about all four candidates. Provost is Chief Operating Officer of the university and we have to get this decision right.
 - d. SGA President Lallu: Background-Senior and Health Education Major. Town hall was a great success (opportunity for students to specifically ask questions). Live streamed on multiple social media platforms (had overseas viewers!).
<<https://youtu.be/2Gw63YSXnEY>> Did not get through all questions, so will get answers to those not addressed and will answer them in a pdf which will be

- distributed widely. Looking at doing another town hall in April. SGA meets every Monday night at 5pm in Student Center 208. Open forum at the beginning of each meeting. SGA is easily accessible and here for students.
- II. Comments—Provost Michael Hargis
- a. No update, but will answer questions.
 - b. Senator Burley: Do we have plans for buildings? Plans for Nursing Building were once discussed?
 - i. President Davis: Going back several years, there were conversations about a joint (Conway regional) health sciences building. This probably won't work. We can do it on our own. Possible Options--Phase 1: clinical, teaching facility Phase 2: research and outreach type of space. Would be good to have Kale Gober come and talk about interviews have had with donors. Big potential donor support for both health sciences and fine arts. Definitely want to focus on growing endowments.
 - ii. FS Pres Duncan: We would love to have VP of Institutional Advancement, Kale Gober, come and speak to Faculty Senate.
- III. FS President Updates
- a. Update on Provost Search
 - i. Many thanks to all serving on committee, specifically Senators Eskola and Bogoslavsky. Their unique perspectives provided a broad spectrum of views.
 - ii. Pleased with the process and results of finalists. Each stage saw new things about applicants.
 - iii. We will use BOT room in Wingo so that we can open our session to faculty who cannot make it to the open forum. Priority will be given to FS questions, but encourage any faculty who can to attend either session.
 - iv. Please spend time going through the paperwork for each candidate. There is such a variety of experience and background from candidates. Think about specific questions to ask.
 - b. Campus Climate Survey Follow Up
 - i. Reminder about this endeavor that Darshon Anderson is working on (runs on a 2 year cycle). This is being targeted college by college. Some colleges are responding better than others, so encourage all to try to increase participation. Overall a 2% response rate.
 - ii. Senator McMullen: How was this survey distributed?
 - iii. FS Pres Duncan: That was handled by the individual colleges and each approached differently.
 - iv. Senator Lowder: Can you send us that link to send out to students?
 - v. FS Pres Duncan: Contact the administrative specialists in your dean's office. They should have that information.
 - vi. Senator Winden Fey: Dean's Office sent this out to students in their college? What about those not yet in a college (undecided majors)?
 - vii. FS Pres Duncan: Went out on Student Services list-serv, as well.
 - c. Report on Student Evaluations

- i. Please see file Brandon Combs Course Evaluation Question Set 2-21-18 on FS Website.
 - ii. For last three meetings have had questions about eXplorance Blue transitions and question set. This file is Brandon Comb's response. Still waiting for more clarity and feedback.
 - iii. Quoting Combs from email in file above, "On March 31st, 2017, I provided an established and validated question set to the SCEC for consideration."
 - iv. There is continued need for research on the cross-walk of question sets. Encourage each college to give feedback to FS, so that Combs can have it before Annual Report.
 - v. Senator Winden Fey: Suggestion for next year. Don't do annual report in April. Or give update/summary in the fall. Tough to remember rollover of information with this. Timing is an issue.
 1. FS President Duncan: Annual summary does go before BOT and that can be good to review. No approval of new question set by Senate.
 - vi. Senator Burley: That question set never went out via email. Previously changes on question set went through a year-long process of feedback and investigation. These questions are important for many processes. We need to give more consideration than one or two meetings. Now we are trying to work backwards on this and it may not be suitable. Please get constituent feedback for this.
- d. Report on Health and Wellness Programming
- i. Statement from Alicia Landry in regards to a concern about Health and Wellness programming:
 1. "The workgroup, led by Kim Eskola, recommended that we have three semester periods where an individual would have to attend at least 2 education sessions and do 450 minutes of activity each month before being eligible to receive that semester's incentive of \$25 in BearBucks. Additionally, the individual would have to participate in at least 2 of the 3 semesters to qualify for the yearly incentive. We (Wellness) brought this forward to Stephens which would give us advice and then we could go to EBAC. Given time constraints, introduction of HC 360, and the fact that our incentives must be completed by Oct 31 in order to properly award premium discounts I proposed a modified structure with similar requirements. We are waiting on Stephens to give us the go ahead with finances and premium discount levels, we are waiting on UCA admin to consider our updated proposal, and we are waiting on EBAC to ultimately recommend the incentives to the President. I sent an email to the Wellness committee asking for a meeting in the next two weeks to discuss if we want to make changes.
 2. The reason why we elected to tie incentives to programming was because last semester I ended up cancelling several education sessions and the ones that were attended had 1-2 people other than myself and the presenter. Additionally the 450 Movement Challenge participation

decreased. It would be easiest to have HC 360 involved now so that all data goes straight to them and we do not have to collect any personally identifiable data or anything that we will have to pay for them to import."

- a. Senator Dahlenburg: Does incentive mean insurance discount?
 - i. FS Pres Duncan: That part is Bear Bucks. The discount on insurance is something else.
- e. FS College Elections Update: Secretary Wilson
 - i. College and Unaffiliated elections will run Friday 3/2/18 8am to 4:30pm. Nominations open until Friday 2/23/18 at 4:30pm. Slate of candidates and their personal statements will be made available at that time. Elections will be conducted via Google Forms, which will function the same a Survey Monkey but in a different format. Faculty may also print candidate list, scan, and email to facultysenate@uca.edu. This weekend, will be sending the lists of faculty and email addresses to the college senators for them to check for accuracy (missing email addresses, etc.). Please respond to confirm the lists by Tuesday 2/27/18. At Large elections will take place on Friday 4/6/18. Only electing one At Large Senator each year moving forward (total of three serving at a time).

IV. Subcommittee Reports

- a. Committee on Committees Proposal
 - i. Please see file University Committee on Committees on FS Website.
 - ii. Clarification-updated committee list reflects the Faculty Senate approved Handbook changes from T 2/13/18 meeting.

Invited Guests:

- V. Voluntary Carnegie Classification-Shelley Mehl, Associate VP for Outreach and Community Engagement and Dr. Lesley Graybeal, Director of Service Learning.
 - a. Please see file Carnegie Summary on FS Website.
 - b. This is big data collection process. For community engagement that we already do.
 - c. Please discuss this with colleges and constituents. Let's make sure that anyone doing community engagement work that it is getting recorded. Want to ensure that we are also capturing any scholarships/publications that faculty are producing.
 - d. Senator Pauley: Carnegie awards us this classification?
 - i. Dr. Graybeal: Yes.
 - e. Senator Feng: Is there a fee?
 - i. Dr. Graybeal: There is an application fee but not an annual fee.
- VI. Civic Action Planning Committee Report—Peter Mehl, Interim Dean College of Liberal Arts
 - a. Please see file Civic Action Plan_Executive Summary_Feb 2018 on FS Website
 - b. Larger draft document is also available.
 - c. Senator Feng: Colleges and departmental administration can also help you get this information.

- i. FS Pres Duncan: FS College Senators could also target their colleges for feedback.
 - d. Senator McClellan: Could also take it to academic council?
 - i. Dean Mehl: Good idea.
 - VII. Title IX Report and Constituent Concerns—Mindy Pipkin, Associate General Counsel
 - a. Title IX-Reminder-we are all mandatory reporters. Title IX prevents sex discrimination in education programs that receive federal funding. Very broad interpretations. If student tells you about sexual misconduct, please tell Mindy immediately. Tell student you are a mandatory reporter. We cannot guarantee confidentiality but we strive to maintain confidentiality. We do have an anti-retaliation provision.
 - i. Senator Burley: If student tells us about something that does not happen at UCA, what do we do?
 - ii. Pipkin; I still field things like that and make sure students know the resources available to them. When in doubt still report it!
 - b. Sexual Assault Prevention Committee-was unofficial for a while but will be made official. Sexual Assault Awareness and Prevention Committee. Looking to bring in position of Advocate. Sexual Assault Awareness Program in April. SGA trying to get all information together. Mandatory training for students-1 hour online course.
 - i. FS Pres Duncan: Constituents wonder why they have to do training on child abuse, since we normally do not students under 18.
 - ii. Pipkin; That is through Charlotte's office, but can look into it.
 - iii. Senator Winden Fey: Summer camps with younger students and we all have contact at some point.
 - iv. Senator McMullen: We occasionally get students under 18 in our classes.
 - v. Senator Feng: Child studies center is also deals with young children.
 - vi. Senator Lowder: Also students bring their kids on campus.
 - c. Faculty and Student consensual relationships
 - i. We do have a BOT Policy 515 and also language in Faculty Handbook. Permitted unless there is a position of authority or a power differential. Not prohibited but other professional and ethical obligations exist (considerations on a case by case basis).
 - VIII. Monthly IST Follow-Up—Mike Lloyd, Interim Chief Information Officer
 - a. Customer Experience Update: putting communication plan in place (communication with stakeholders and change management). Team Dynamic implementation in April (this will give accountability for follow-up on help requests).
 - b. Had a whiteboard session to innovate the IT Help Desk (resources, staffing, etc.).
 - c. Resource management, right people in right place.
 - d. Brand improvement initiative (customer excellence-working with Charlotte Strickland to provide training for the whole team).
 - e. Future proofing our plan for IT technology and capability. Design for replacing and updating our network.
 - f. HIPAA and PCI compliance. Initial report is long and currently working through it with General Counsel, Warren Readnour.

- g. Looking at third party review of network design. Need to do it right the first time. Also looking at information security.
- h. Building better collaboration and trust. Examining end user access and implementation rights. Looking at current implementation with Active Directory. Want to be safe with data but provide flexibility for users.
- i. Need Information Technology Advisory Committee communication to be bi-directional.
- j. Technology review process is at the idea conception phase. Collaboration happening across divisions.

Action Items:

- IX. Approval of Minutes (2/13/18).
 - a. Motion by Senator McClellan, second by Senator Bratton.
 - i. Motion passes.
- X. Polling Place Resolution-RESOLVED prior to FS Meeting. Polling station will remain on campus.
- XI. Big Event Breakfast Resolution.
 - a. Please see file [FS Resolution for 2018 UCA Big Event 2-22-18](#) on FS Website.
 - b. Motion by Senator Wilson, Second by Senator Walter.
 - i. Motion passes.
- XII. Committee on Committees Resolution
 - a. Please see document from IV, a, i of these minutes proposal file on FS Website.
 - b. Motion by Senator Bratton, second by Senator Willis.
 - c. Discussion
 - i. Senator Wilson: Question about which specific committees stay in FHB and which come out (ensuring those listed in IV, a, ii of these minutes are accurately reflected).
 - ii. Motion to suspend rules for amendment: change committees to accurately reflect what Faculty Handbook Committee approved and what Faculty Senate approved on T 2/13/18.
 - 1. Motion Senator Burley, second by Senator Lowder
 - 2. Motion to suspend for amendment passes.
 - iii. Motion to approve [University Committee on Committees-Amended](#) passes.
- XIII. Constituent Concerns
 - a. Senator Willis: My concern has to do with a frustrating lack of transparency from the Arkansas Dept. of Higher Education (ADHE) in developing a state-wide policy for four-year institutions regarding credit for AP exams. A university-wide committee was assembled at the beginning of this school year drawing together individuals from all departments that potentially award credit for AP exams. Our first meeting was merely an information session with an AP representative on recent changes in their programs. After that, we were invited to subject-specific meetings with the ADHE in Little Rock. Not all departments/subjects were actually addressed. For example, the English department was invited to a meeting with fine arts, where neither of the AP

- English exams were actually discussed. At the end of January, our committee was sent a draft of the policy from the ADHE. It appeared to dictate a blanket cut-off score of 3 for all exams (the AP exams are scored on a five-point basis, so a cut-off of 3 means scores of 3, 4, and 5 are all eligible for 3 credit hours). I cannot speak for every college on our campus, but at no point were the committee members from CLA consulted in writing this draft. This is especially problematic because some of the exams related to our college are among the most frequently taken by our applicants and, moreover, because a score of 3 is not necessarily worthy of college credit. My dept., for example, believes a score of 3 is too low in relation to the academic rigor of this institution. We are not alone in this position. In short, therefore, my concern is that the ADHE seems to be taking a top-down approach to force every unit in every four-year institution in the state to accept a cut-off score of 3; although they appear to be asking for faculty input, they have not in fact done so.
- b. Senator Feng: A constituent asked about the increase of \$92 dollars (\$2600-\$2692) for each 3-hour overload course. Is it supposed to increase gradually or is that it?
 - c. *Blackboard is a clunky tool and not a preferred method for posting syllabi, etc. Many faculty in my dept eschew BB and instead use a superior tool called the internet. Most of us communicate just fine with our students using the www during inclement weather, etc. We use Google Sites to set up simple webpages, and post all a student would need there. This one size fits all tool, BB, is not a good idea. See how this very form is not using BB, but instead is a google form for collecting data.*
 - d. *Do you know when the last time was that the faculty senate took up a discussion on the question of whether CFAC faculty are receiving enough travel funding? I recently emailed Dean Wright about this question, as I thought it might be related to the realignment process. Well, I was wrong. He said it could be something that the incoming provost might address as part of her/his usual budget process, but he also recommended that I mention it to our CFAC faculty senators. As you know, we usually receive around \$700 per year these days. A couple years ago, I do remember an allocation of \$800, but it's definitely been \$700 for at least the past 2 years. When I was visiting a conference recently, one of the presenters on the panel complained about not having enough funding from his university. When he said that, I asked him how much he received. The answer? \$1500 per person per year on a use-it-or-lose-it basis. Given that the cost of living increases each year as does the cost of travel, it seems to me that it would be good if the travel funding issue be addressed as something that should also reflect the increase costs to faculty. Ideally, I would like to be able to attend either 1 fully funded conference or 2 partially funded conferences per year. I was actually accepted to a second conference this spring that I actually decided to not attend simply because I would receive no additional funding. In principle, I really don't want to spend out of my own pocket for a conference if there is not at least some measure of financial backing from UCA. For that reason, I would be very content with \$1500 per year per person on a use-it-or-lose-it basis. Thanks for listening!*
 - e. *I was very surprised by the change in the student evaluation instrument and disappointed that the SET committee was not included in their vetting. I think a lot of*

faculty have questions about this: Why were the questions changed? What issues or complaints led to the change? With whom and how widely were the concerns discussed? Who is responsible for writing the new questions? The SET committee charge states "The Student Evaluation of Teachers Committee (SET) will periodically review and update the evaluation instrument, and oversee all procedures and guidelines associated with student evaluations." However, I discussed the new questions with a member of the SET committee who knew nothing about the change at all. The committee, it seems, was circumvented.

- f. Student evaluations serve a very important formative and summative function at a teaching institution like UCA and any changes to the question set needs to be properly vetted within the existing structures of shared governance.*
- g. I just received a letter from our health insurance company informing me that acupuncture performed by my chiropractor was not covered. Now, our insurance company will gladly cover prescription opiates for who knows how long that can absolutely lead to an early death, addiction and, who knows what else. But they won't pay for a treatment that actually works, that actually makes a difference, that won't lead to an early death, that won't lead to addiction, and has no negative consequences of which I'm aware. To whom does one speak about getting this rectified? I doubt the faculty senate can do anything about this, but I bet somebody on the faculty senate knows who to give this concern to.*
- h. I've lost track of the number of colleagues who have inquired whether or not the AVP of Marketing & PR is still employed with UCA due to the recent Lazy Boy TV commercial where she appears to be their new spokesperson. As the self-proclaimed face of UCA, did she have approval to work with an in-state vendor in this manner? Did commercial filming take place during UCA time?*

Reminders:

- XIV. Google Form for Constituent Concerns, updated to let submitters know follow-up:
<https://docs.google.com/forms/d/e/1FAIpQLScFTqeySHXWntrv9gbZx61toJSr986Hh1JP58AwMguZhGglQ/viewform>
- XV. Next Senate Meeting: Tuesday, March 13, 2018
- XVI. Faculty/Staff Senate Office hours 12:30-1:30 @ Einstein's 3rd Tuesdays (next 3/20/18).
- XVII. Reminder: Elections coming up soon. College elections first Friday in March. At-Large first Friday in April. (Reminder that Unaffiliated will now be elected during college elections!)