

**Minutes**  
**UCA Faculty Senate**  
**March 13, 2018**  
**Wingo 315, 12:45 PM**

**Attendance:**

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

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

**Invited Guests:**

Dr. Kale Gober, Vice President for University Advancement  
Dr. Vickie McDonald, Sponsor for RSO UCA Pre-Vet/Animal Science and Welfare Club

**Introduction Items:**

- I. Comments – President Davis
  - a. Very close to an agreement with one of the candidates in the Provost search. Hoping a notification can come by tomorrow W 3/14/18. 385 evaluations filled out for all of the candidates (average of 90 evaluations for each candidate). Read all of them and appreciated the breakdown from faculty, staff, and students. Appreciate all of the feedback. Allowed for positive, negative, or neutral summary of all candidates. Positive response was overwhelming for the candidate to which an offer was made. Tremendous support for the committee and their hard work.
  - b. Regarding the outside employment of a specific individual-there were questions about how we handle that for faculty and staff. Questions about how do we document that and handle it. Spoke with Faculty Senate and Staff Senate Presidents about documenting compliance. Want to ensure that individuals are documented and accountable. Want to strengthen this process. May look at best practices from other institutions
    - i. Senator Forbush: FS President Duncan requested information be provided on FOIA. Please see file [FOIHandbook-18thEd](#) on FS website. An anonymous complaint is FOIA-able. This is a staff issue and not Faculty Senate issue. We met requirements of the FOIA request. FS President Duncan did not give her opinion because it was an administrative concern about a staff member. It has been addressed to the proper authorities
    - ii. Senator Walter: What about the issue of alleged plagiarism?

1. President Davis: Have done examination of the sources. We should always strive for accuracy. If something was not attributed that is not ok. I think it was a case of unintentionally not attributing source, not trying to establish new definition. I am against plagiarism.
  2. Senator Walter: What message are we sending to students if this is deemed ok? Will there be official announcements?
  3. President Davis: We will make an announcement if needed.
  4. Senator Talbot: School of Communication in College of Fine Arts and Communication is very concerned about this.
- c. Senator Winden Fey: Will Provost or President invite this group to EAB (Education Advisory Board) meeting that is happening on Thursday 3/15/18?
- i. Provost Hargis: Still trying to get agenda set, but will make sure more information gets sent out.
  - ii. Senator Winden Fey: EAB is presenting on a student success management system and there is a meeting scheduled at 3pm in COB auditorium that faculty could attend.
- II. Comments—Provost Michael Hargis
- a. Promotion/Tenure/Advancement letters went out from Provost's Office last Friday (early!). Still have to go through President and Board of Trustees to be finalized.
- III. FS President Updates
- a. Update on Provost Search (see section I, a above).
  - b. Discussion of FOIA (see section I, b, i above).
  - c. Senator Wilson: Winners of the College Elections to Senate.
    - i. Vance Lewis <vlewis@uca.edu>, COB
    - ii. Deborah Dailey <ddailey@uca.edu>, COE
    - iii. Allison Hitt <ahitt@uca.edu>, CFAC
    - iv. Katherine Willis <kwillis@uca.edu>, CLA
    - v. Bernard Chen <bchen@uca.edu>, CNSM
    - vi. Cindy Lea <clea@uca.edu>, Unaffiliated
  - d. Senator Wilson: At-Large Representative and College of Health and Behavioral Sciences will run elections on first Friday of April 4-6-18. Call for At-Large Rep nominees will be immediately after Spring Break on M 3-26-18 and will be open until F 3-30-18. Candidates will be announced on F 3-30-18 and will have one week to campaign before voting day on F 4-6-18. CHBS already has one nominee and nominations will remain open until 3-30-18.
  - e. College reports on ADHE and SCEC Crosswalk
    - i. Senator Willis provided statement via email, "*I can't speak for every department in my college, but English was contacted by the ADHE for a conference call last week (which included the U of A Fayetteville dept too). Our discussion mostly resolved the issue. There were indeed some communication problems in the creation of the policy draft, but it seems we now have an open channel now for discussing further developments.*"
    - ii. Senator Pauly: What is the SCEC and crosswalk that is referred to here?

1. Senator Wilson: SCEC is Student Course Evaluation Committee (new name for Student Evaluation of Teachers Committee. The crosswalk refers to trying to approximately relate each question from the old set used in student evaluations to the new set implemented in Fall 2017. Explanation of committee and the cross-walking of questions (trying to relate one question or approximate one question from old set to question in new set).
2. Senator Forbush and Provost Hargis further explained the crosswalk.
3. Senator Burley: I have a document that has done the crosswalk question by question and will distribute to senators via email.

#### IV. Subcommittee Reports

- a. New Task for Faculty Affairs II Committee: By-laws Cleanup and Archiving
  - i. Senator Burley: As Chair, will talk with FS Execs and get a plan together.
- b. Faculty Affairs I, Phillip Spivey
  - i. Senator Spivey: We will meet in April to decide which of three issues could reasonably be resolved by the end of the semester:
    1. Three-Year-and-Out Rule for Lecturers.
    2. Possibility of Tenure for Senior Lecturers (other than de facto tenure).
    3. Comprehensive Survey of NTT Faculty concerning vital issues related to their employment at UCA.
  - ii. Senator Spivey: May get to first 2 but maybe not.
  - iii. Senator Burley: What happened with phased retirement for senior lecturers?
    1. Provost Hargis: We received the recommendation from Faculty Senate. No action has been taken yet.
- c. Faculty Affairs II, Duston Morris
  - i. Senator Morris: Waiting on information back from Brandon Combs for best practices on advising practices. Has been a lot of back and forth working with Combs on the documents. Will have something for next meeting.
- d. Committee on Committees
  - i. Replacement for athletics committee for approval.
    1. Motion to approve replacements for Athletics Committee from FS Committee on Committees, second by Senator McMullen.
      - a. Nominees are CFAC-Brantley Douglas and COE-Jason Trumble.
    2. Motion passes.
  - ii. URC (Undergraduate Research Council) Candidates-Documents with candidates' names and statements distributed in meeting (asked for any objection to voting on this even though it did not meet the required deadline-no one objected).
    1. FS is not simply confirming these candidates but selecting one by vote.
      - a. Candidates: Joanna Ewing-Library and Donna Bowman-Honors

2. Motion to approve winner came from Committee on Committees, second by Senator Padberg.
3. Motion passes-Joanna Ewing wins as a result of the vote.

### **Invited Guests:**

- V. Advancement, Development Prioritization, Capital Campaign—VP Kale Gober (1:30)
- a. Please see file [Institutional Advancement-Spring2018-KaleGober](#) on FS website.
  - b. Dr. Gober: Shared organization chart from the division of advancement. Data is key when it comes to fundraising. Alumni relations is about developing relationships. Revamped Mission Statement several years ago “Provide a lifetime impact for students by securing private support from key constituencies.”
  - c. Dr. Gober: Four objectives for FY 18:
    - i. Raise \$6.5M.
    - ii. Enhance all forms of follow-up communication.
    - iii. Strategically position the President to be the face of a comprehensive capital campaign.
    - iv. Prepare staff and external constituents for campaign-readiness.
  - d. Dr. Gober: Completed 5 month Campaign Planning Study (with 4 focus groups)
  - e. Senator Lowder: Where did the mark for 6.5 million come from?
    - i. Dr. Gober: 10% increase seemed like a reasonable goal. Keep raising the bar on our goals. Day of Giving was great.
  - f. Senator Padberg: Is payment via mobile apps like VenMo possible? Students love to use things like that. What about cryptocurrency as a way to donate?
    - i. Dr. Gober: It is good to get student involvement in non-traditional ways and will look into possibilities.

### **Action Items:**

- VI. Approval of Minutes (2-22-18)
- a. Motion to approve Minutes of 2-22-18 by Senator Morris, second by Senator Barnes.
    - i. Senator Wilson: Adjustment of Brandon Combs wording in part III, C, iii, taking quote directly from email rather than summary/paraphrase which was vague. Other minor spelling changes, etc.
    - ii. Motion passes.
- VII. FS Retreat Resolution—Senator Steve Forbush
- a. Please see file [Retreat Resolution](#) on FS website.
  - b. Motion to approve by Senator Forbush, second by Senator Demers.
    - i. Senator Forbush: Retreat idea done in discussion with FS Execs. Hope to get us ready for the new Senate session in the fall. Location will be skyboxes in football stadium.
    - ii. Senator Winden Fey-Is this for new FS members or all FS members?
      1. Senator Forbush: Everyone.
    - iii. Senator Morris: Is there a date yet?
      1. Senator Forbush: Several dates available in orientation week. Have to pass resolution first, then can nail down a date.

- c. Motion passes.
- VIII. Feral Cat Resolution—Senator Jeff Padberg and Guest Dr. Vickie McDonald, Sponsor for RSO UCA Pre-Vet/Animal Science and Welfare Club.
  - a. Please see file [Resolution on Feral Cat Initiative at UCA](#) on FS website.
  - b. Motion to approve by Senator Padberg, second by Senator McCalman.
  - c. Dr. McDonald-Extermination of cats is problematic because new feral cats will just move in to empty territory. We need to ensure cats are healthy and neutered to prevent population increases. Board policies in the past have dealt with feeding wildlife on campus. I have been working with Out of the Woods Animal Rescue to vaccinate and spay/neuter. Would also be good to test for diseases. If cats are taken to Conway Animal Control, then they are euthanized. Once cats are eliminated from one are, other unhealthy cats will simply move in. This is a cycle. Best option is to keep cats healthy.
  - d. Motion to amend Out of the Woods to UCA Pre-Vet/Animal Science and Welfare Club in conjunction with Out of the Woods by Senator Forbush, second by Senator Padberg.
    - i. Motion to amend passes.
  - e. Senator Burley: How far does \$500 go?
    - i. Dr. McDonald: Will not go really far but will definitely help. \$40 cost to spay and \$30 cost to neuter. Some faculty and staff have paid out of pocket to cover these costs for animals.
  - f. Senator Morris: Why has there been an epidemic in population increase near my parking lot over the past 1-2 years?
    - i. Dr. McDonald: Some people moved out of house near Lewis Science Center and left behind a female unspayed cat. Cat had litters thus the increase in numbers.
  - g. Senator McMullen: I have a statement from a faculty member who is frustrated with the feeding of the cats.
    - i. Dr. McDonald: Cats will be hungry and kill birds, other wildlife.
  - h. Senator Morris: Can students be involved in this with a learning activity?
    - i. Dr. McDonald: Yes, that is why we want to do this in conjunction with RSO.
  - i. Senator Morris: What happens if cats cause damage to cars?
    - i. Dr. McDonald: There would be the same risk with squirrels or possums doing this.
    - ii. Senator Morris: Who assumes this responsibility?
      - 1. Senator Padberg: To establish a chain of command for something like that would involve many people. For example, what about parking near baseball field and windshield hit by foul ball?
  - j. Senator Forbush: Without cats you have rats, mice, other issues. This is an ecological system. Purpose is to make cats healthy and limit their numbers.
  - k. Senator McClellan: I am very compassionate and care about all life forms. But I worry about allocating funds for something not academically oriented.
  - l. Senator Barnes: Clarification-You mentioned funds might be needed for testing diseases?

- i. Dr. McDonald- Testing is needed for Feline HIV and Leukemia. If done, this could be very beneficial.
  - m. Senator Winden Fey: Most of what we spend money on is not academically related. It is mostly things to benefit students (The Big Event, etc.) and this will go to an RSO.
  - n. Senator Eskola: Cautiously echo Senator McClellan we have supported some student thing like benches and picnic tables but also specifically and faculty chairs and standing desks. Worry about domino effect this might have in the form of requests from other RSOs.
  - o. Senator McMullen: What are rules about expenditures in FS Constitution and By-Laws?
  - p. Senator Forbush: Nothing specifically stated.
  - q. Provost Hargis: Are these in line with expectations from State Procurement Rules?
  - r. Senator Forbush: The resolution is worded to cover possibilities.
  - s. Vote to approve resolution as amended.
    - i. Motion passes.
  - t. Follow Up-Senator Feng: This is a one-time allocation, not annual, correct?
    - i. Senator Forbush: Yes, it is worded as one time funds.
- IX. Resolution on Planned Walkout—Senator Jeff Padberg
  - a. Please see file Resolution on Planned Walkout 03.14.18 FINAL VERSION on FS website.
  - b. Motion to approve by Senator Padberg, second by Senator Walter.
  - c. Senator Padberg: Many other universities have made similar statements that those who have applied to universities and participate in peaceful protests would face no penalty. Also to indicate support for UCA faculty and students who wish to participate in the walkout.
  - d. Senator Forbush: Intent of this motion is a recommendation. We as a Faculty Senate have no say on penalties. Not saying that there is not a penalty. We as a Faculty Senate are a recommending body.
  - e. Senator McMullen: I want to support this and student's exercising their 1<sup>st</sup> amendment rights, but concerned about the current language and intent of our support.
  - f. Senator Forbush: Motion for amendment to strike "without any penalty". This would clear up a lot. Seconded by Senator Pauly.
    - i. Motion to amend passes.
  - g. Senator McMullen: Question-does this body/university have a history of such resolutions for similar events?
    - i. Senators Eskola and Wilson: No.
  - h. Senator Burley: For this to have any teeth, this would have to move beyond FS (UCA President, Office of Admissions, Provost, etc.)
  - i. Senator McCalman: Issue with the 2<sup>nd</sup> whereas, what is the point of this?
    - i. Senator Padberg: This is to support the national high school walkout. To voice support for them.
  - j. Senator Winden Fey: Support the walk-out or UCA applicants?

- k. Senator Forbush: We do not have power to decide. Would like to see no penalties to their transcripts (admissions office) and this resolution would be passing that recommendation on to BOT.
  - l. Senator Pauly: Supporting freedom of speech is a good thing. This is clearly left wing. If right wing students wanted to walk out about something conservative would want to support that, as well.
  - m. Motion passes.
- X. Resolution for Learning Management System Updates—Senator Shoudong Feng and Senator Candice Barnes.
- a. Please see file Resolution for Learning Management System Updatesrevised on FS website.
  - b. Motion to approve by Senator Feng, second by Senator Barnes.
  - c. Senator Feng: Learning Management System will need upgrades and do not want that happening in middle of semester because it would interrupt classes and disrupt learning. IT works with external vendor to update at specific times.
    - i. Senator Burley: What happens if we need critical immediate update?
      - 1. Senator Forbush: There is no mandate about emergencies in this resolution (those can be handled as needed) but suggests that this should be the scheduled during break times that are not obstructive to our learning processes.
    - ii. Motion passes
- XI. Resolution for Continuity of Access to Course Content—Senator Candice Barnes and Senator Shoudong Feng.
- a. Please see file Resolution for Continuity of Course Content on FS website.
  - b. Motion to approve by Senator Barnes, second by Senator Feng.
  - c. Senator Barnes: Faculty members may leave or pass away after semester begins or in event of inclement weather, that someone has access to the UCA official learning management system.
    - i. Senator Forbush: What about other platforms faculty may be using?
    - ii. Senator Barnes: This would only concern UCA's official learning management system.
    - iii. Senator Burley: This is a violation of our academic freedom. Plus, there are work arounds. As department chair, I now have access to all of my faculty's platforms in case of emergency. Mandating use of Blackboard will not go over well.
    - iv. Senator Talbot: Since Google Apps are an official UCA platform, can we not use that?
      - 1. Senator Barnes: Blackboard is the official learning management system.
    - v. Senator Morris: Provost's office is also supporting this.
    - vi. Senator Forbush: Overall goal of want to connect grades in learning management system and Banner so the two will communicate thus reducing the number of places where have to enter grades.
    - vii. Senator Talbot: That seems like a separate issue than what is in this resolution.

viii. Senator Eskola: Motion to delay this to next meeting on R 3/29/28, second by Senator Wilson

1. Motion to delay passes.

XII. Constituent Concerns

- a. Senator Walter: Concerns about plagiarism issues have already been discussed with President at the beginning of this meeting. We had a VP of Communication in 2006 who committed plagiarism and wound up resigning.
- b. Senator Talbot: School of Communication specifically is also very concerned about plagiarism.
- c. Senator Morris: Constituents from CHBS also have concerns on same topic.
- d. Senator Eskola: Echoes concerns from CHBS but also praised president's cautious response.
- e. *There are some serious leadership issues within the College of Education which needs to be addressed by the college and university executive administration. These issues have accumulated over the past year or more. These issues include, but are not limited to: poor and questionable decisions and practices, conflicts of interest, creating a culture of unfair treatment across departments and programs, and other concerns that have the potential to threaten the reputations of various programs and the morale of both faculty and staff.*
- f. *To begin, I am thankful we have the SPSS license. I would ask though if there is any way we could get access to the software Cloud based or installed on our laptops rather than just being on our office computers. Sometimes the office is simply not the best place to be doing statistical analysis and having off site access would be terrific!*
- g. *Congratulations! Some of your petty arguments have landed UCA in the news yet again in a negative light. Rather being concerned about Madsen appearing in local commercials, maybe we should be concerned about this person being paid \$130,707 annually while some full-time faculty members are being paid \$55,000 annually and almost all UCA faculty are working below market value. Maybe if UCA wants to focus on "the student experience", some effort needs to be made to keep the faculty from HAVING to take on second jobs just to pay their bills rather than paying someone such an obscene salary to put up a billboard in Little Rock which proclaims how UCA is second best.*
- h. *This concern regards the publishing of faculty concerns. Specifically, our practice is to publish the faculty concerns as they are and without verification. Because we do not filter the concerns before publishing them, there is the possibility that we publish something that is untrue or outright defamatory. I would like for Senate to consider its practice of publishing concerns in light of the potential damage to the reputations of others potentially involved.*
- i. *Regarding the plagiarism issue by Christina Munoz in the fall 2017 UCA Magazine: As faculty if we have a student who plagiarizes in class they earn a "0" on the assignment and we complete an Academic Integrity Violation Form. UCA Board Policy #709 defines penalties for misconduct by students that may include dismissal. In the working world, communicators who plagiarize are subject to dismissal. A UCA VP of Communication resigned after a 2006-2007 incident of the allegation of*



*plagiarism. Will there be any disciplinary action? What does this incident tell UCA students if an upper level administrator can plagiarize and not be disciplined?*

**Reminders:**

- XIII. Google Form for Constituent Concerns, updated to let submitters know follow-up:  
<https://docs.google.com/forms/d/e/1FAIpQLScFTqeySHXWntrv9gbZx61toJSr986Hh1JP58AwMguZhGglQ/viewform>
- XIV. Next Senate Meeting: March 29, 2018 due to Spring Break
- XV. Faculty/Staff Senate Office hours 12:30-1:30 @ Einstein's 3<sup>rd</sup> Tuesdays
- XVI. Reminder: Elections coming up soon.  
At-Large first Friday in April. (Reminder that Unaffiliated was elected during college elections, but CHBS will be elected with At-Large this cycle.)