

**Minutes [DRAFT]**  
**UCA Faculty Senate**  
**Thursday October 25, 2018**  
**Wingo 315, 12:45 p.m.**

**Attendance:**

College of Business: McMullen-p, McCalman-p, Lewis-p  
College of Education: McClellan-a, Miller-p, Dailey-p  
College of Fine Arts & Communication: Douglas-p, Talbot-p, Hitt-p  
College of Health & Behavioral Sciences: Morris-p, Lowder-p, VanHoose-a  
College of Liberal Arts: Burley-p, Pauly-p, Willis-p  
College of Natural Sciences & Mathematics: Padberg-p, Peppers-p, Chen-p  
At Large: Eskola-p, Forbush-p, Shires-p  
Unaffiliated: Hicks-p, Wilson-a, Lea-p  
Part Time: Richard-p

FS President Mehta-p, FS VP Barnes-p, President Davis-a, Provost Poulter-a

Guests in attendance: Leslie Greybeal, Staff Senate President; Chief Merguie and Captain Bentley, UCA PD

**Introduction Items:**

- I. Comments: Provost Poulter
  - A. Response (provided in absentia) to a concern about the authorization of bond proceeds at Oct. 18 BOT meeting: “This would allow funds from bond issuance to be used for any expenses connected to the project that may have been incurred prior to the bond issuance. An example of such uses may be costs associated with architect fees. This does not allow for any costs prior to August 15.”
- II. Comments: FS President Mehta:
  - A. Board of Trustees meeting on Nov. 18: View their minutes for details. Discussed BOT 526 (retirement benefits), insurance services and increase in health premiums, feasibility study for integrated health science building, technology refresh, repair of residence halls, English proficiency documentation using TOEFL, ACT and SAT scores, and other measures. Next board meeting is in Dec. and agenda will come out in Nov. Please provide input on issues to bring to the Board’s attention.
    1. Sen. Pauly: Was salary/COLA included in discussion of benefits? It’s a high priority for faculty.
      - a) Pres. Mehta: Discussion was focused on retirement and health packages; did not include discussion of COLA.
      - b) Sen. McCalman: Sen. Pauly, please share what you are hearing about salary/ COLA.
        - (1) Sen. Pauly: With an increase in health insurance premiums, the lack of COLA would effectively amount to a pay cut.

- B. Upcoming guests in Faculty Senate: Diane Newton will come either in Nov. or in early spring semester.
- C. Homecoming next week: Nov. 3 is homecoming day. Looking for a faculty judge for banner competition (3:00-4:00 pm, during parade). Overall encouragement to participate and help FS be visible in positive engagement in campus events.
- D. Handbook: Continuing to look into committee appointment structuring. Also looking at wording of sexual harassment policies as they relate to Title IX. The goal is to incorporate BOT policy with maximum clarity.
- E. Reminder that Blackboard update info session is available online for viewing.
  - 1. Sen. Morris: Seems problematic that they're only doing one live version during prime teaching hours.
  - 2. Sen. McMullen: I attended online. It was advertised as an info session on new features, but only a small portion of it seemed to be about changes. Remainder was about what faculty could be doing with Blackboard resources. May have been a better way to communicate or share this info.
  - 3. Sen. Willis: Was under the impression that only one session was being held because the updates weren't actually that significant to have a major impact on faculty use of the platform.
  - 4. Sen. McMullen: IT is waiting until between semesters to prevent disruption.
- F. Veterans Day celebration is Nov. 8th, starting at 1:40 pm on McAlister lawn.
  - 1. Sen. Shires: Will be offering donated food and there will be exhibits from local businesses and organizations that offer veterans services or discounts of various kinds. Would appreciate faculty support. Ceremony at 1:40 pm after Air Force band, brass quartet from St. Louis; they're donating their time for three days on campus, and doing residency activities with Music.
  - 2. Sen. Lowder: This event and faculty support means a lot to students who are active duty or veterans.
- G. Second November meeting: Seems unlikely that we will need the fifth Thursday meeting in Nov. Will announce for sure at Nov. 13th meeting.
- H. Committee on Committees update (VP Barnes): UCA Core Committee still has a couple of vacancies which we are working on. Hoping to have everything finished by next mtg.
- I. Academic Affairs update (Sen. McMullen): Met last Tuesday to continue fact-finding. David O'Hara, faculty rep on search committee, attended. Total of twenty-two candidates; Skype interviews will take place soon with eight candidates. Then three to four will have on campus interviews. Solid candidates in the pool with excellent backgrounds and experience. Recommended five questions for interviewees. Gave individual reports from our investigation with individual units that will be brought together under this position. Theme was that there are great things happening with room for improvement. Next meeting after Thanksgiving. Hoping to invite SGA Academic Affairs group to get student input. One concern: Dr. Webster was brought in for the creation of the job description, but no one from that office on search committee. Need assurance that diversity initiatives in strategic plan are being complied with in this process.

- J. Faculty Affairs I update (Sen. Lowder): Met with AVP Glenn. He is working with Dr. Donna Bowman, and both are reporting to Provost as changes and restructuring take place. Meeting tomorrow to talk about the teaching side of the issues being considered.
- K. Faculty Affairs II update (Sen. Morris): Nov. 7 meeting with Provost to discuss incongruencies between UCA's vision, the language in departmental T&P documents, and results of workload taskforce info. Plan to generate ideas to take to chairs and deans for next step of feedback collection.

### **Invited Guests:**

#### III. Chief Merguie, UCA PD:

- A. Clery Report (Captain Bentley): I'm starting two year process of becoming a Clery investigator. Work with Title IX, Housing, Dean of Students. The report is long but there for everyone's benefit. An institutional document, not just a police matter. Goal is to educate people on how to report and encourage it. Not every type of issue gets included in a Clery Report (for example, DWIs and public intoxication are not included). Includes policy positions on reporting processes.
  - 1. Sen. Lowder: How much do you think goes unreported?
    - a) Captain Brantley: No way to assess that. Counseling Center might have a different view, though they report to us, as do all mandated reporters. There is also CSA training for advisors of student groups.
  - 2. Sen. Shires: Do we have ways to streamline overlapping training?
    - a) Captain Brantley: Mandated reporting is different than Clery training, so they require separate kinds of training and thus separate sessions.
    - b) Chief Merguie: We are working on streamlining training for camps. Also, be aware that new incoming students are now mandated to take sexual assault awareness training.
  - 3. Parl. Forbush: The report differentiates between referrals and arrests. What is the difference?
    - a) Captain Brantley: Referral is a way of moving student through student judicial process or housing process. Arrests also go in for referrals, but referral can be done alone. No physical custody arrest with a referral.
    - b) Chief Merguie: We're campus not municipal officers. We can arrest and send through city, which sometimes has to be done, or sometimes better to send through Dean of Students and create an educational opportunity.
  - 4. Sen. Lowder: What have we learned from last Clery Report for future improvements?
    - a) Captain Brantley: Awareness and education on things like new laws and new training. Many people don't read Clery reports.
  - 5. Sen. Burley: Any knowledge of how many have enhanced carry?
    - a) Captain Brantley: We're not allowed to ask that.
    - b) Sen. Eskola: So you don't know who has concealed carry on campus?
      - (1) Captain Brantley: There is no list or database. We only know once there is contact with the individual.
- B. Parking (Chief Merguie):

1. Will discuss possibilities of hanging tags rather than stickers with parking committee.
2. Making faculty parking on interior 24/7: Some of that already exists, but there were concerns from several years ago about needing to provide closer parking for night students. Again, will have to speak with parking committee.
3. Clearer marking for lots and spots for safety: Lots already named and numbered but not physically marked. Will see improved marking/signage in Jan. of next year.
4. Parking deck/reserved faculty spots: For a parking deck, \$10,000/space last time we did a study. That's cost prohibitive. UALR, for example, has to charge for it and has increased costs for having a reserved spot.
  - a) Sen. Dailey: The waiting list for reserved spots was a big problem at UALR.
  - b) Sen. Shires: With the plans for new performing arts center, one concern is public access. Recommend considering recessed parking or street parking beneath a building.
    - (1) Chief Merguie: Hope that whatever parking we take away with new construction will be added back in somehow, taking access issues into account.
  - c) Sen. Morris: Two major new building projects in that area has potential to make parking even more difficult. Lots of issues with safety on Bruce St. (crosswalks, speeding cars). Any consideration of tiered parking fees for prime spots?
    - (1) Chief Merguie: Used to have something like a tiered fee system. Can mention to parking committee.
    - (2) Pres. Mehta: All of these possibilities regarding parking would have to go past the parking committee.
  - d) Blocked off lot portion near HPER: Hasn't brought up any safety issues yet but working with Physical Plant solutions to improve traffic flow.
  - e) Received complaint about HPER staff having dedicated spots in prime area in front of HPER.
    - (1) Sen. Eskola: Some of them work very late at night.
    - (2) Sen. Dailey: Our faculty often work late too, especially with night classes.
    - (3) VP Barnes: Understood the complaint to be more about whether faculty also have a similar option to reserve prime spots, by paying extra.
      - (a) Chief Merguie: That option doesn't exist now, but can forward the idea to the parking committee.
5. Safe Walk on Nov. 8, right after dark: Recommend participation. SGA and executive staff will be participating.
6. New officers: holding interviews today. Two recent promotions.
  - a) Sen. Morris: Any reasons for high turnover?
    - (1) Chief Merguie: Salary primarily.
7. Handling threats made against faculty and staff: Behavioral Intervention Team. Contact PD immediately even if you're communicating it through chair, dean, etc. May involve a police report and filing charges. Can only deal with things that happened on campus but can help direct you to other resources if it's not in purview for us. The faster we hear about the better.

8. Reiterate reminder from Captain Brantley about awareness. It helps immensely to report things as soon as you can to the right bodies.
9. Sen. Lowder: Is Bear Patrol available for international students who stay over breaks?
  - a) Chief Merguie: No, but UCA PD is always available.
10. Sen. Eskola: How is the new app being advertised to students?
  - a) Chief Merguie: Press release coming out tomorrow. SGA will be helping promote it. Social media. Faculty can help to spread word. Remember that it's available for visitors too so that everyone on campus can get notifications, etc. Working with company to see if we can change the "I'm OK" feature to a text alert (from email).

#### IV. Julia Winden-Fey, Director of Student Success

- A. Fifth semester that we've done progress report reporting. Key differences: not just grade but also "at risk" assessment along with reasons. Not really about the grade itself, because that's not always the best gauge at mid-point. This is more about basic behaviors that are most essential to their success. Point is to generate action for at risk students rather than just hope they realize from seeing a midterm grade. This semester, moved it earlier for more intervention time for alerts. Midterm date shouldn't even have been on the calendar; won't be for spring.
- B. Progress reports this semester were requested for students with fewer than 45 credit hours at UCA, student athletes, first-year transfer students, and students in the probation process or the UCAN first suspension program.
- C. This semester, 2808 alerts were issued and 747 students were identified by at least one faculty member as being at risk. Goal is to talk to all of them by Nov. 14. About half done so far. Will have more info at end of semester on how things went. Data organized by cohort. Will be surveying students on their perception of it as well.
- D. Reminders: Reporting is available all the time, so you can issue an alert at any time. Also lots of info online about our services.
- E. Sen. Hicks: Do we receive any follow up on alerts?
  - a) Dr. Winden-Fey: Can submit another alert if behaviors aren't changing.
- F. Pres. Mehta: Faculty participation?
  - a) Dr. Winden-Fey: Don't have total numbers at this point, but we are trying to figure out how we can increase participation.
- G. Sen. Shires: Is it possible to have a link for GradesFirst?
  - a) Dr. Winden-Fey: There is a tile in myUCA (under faculty resources) that you can add to favorites.
- H. Sen. Eskola: It's a great tool to use for scheduling advising appointments, especially if you have a lot of advisees. Decreased my number of no shows.
  - a) Dr. Winden-Fey: It's also how AAC schedules those appointments. You can also create other kinds of email campaigns through it. Can see there if they've gone to tutoring or academic success workshops, who their advisor is, etc. Contact Nadia Eslinger, Asst. Dir. of Student Success, if you have questions about that.
- I. Sen. Daily: Is this available for graduate students as well?

- a) Dr. Winden-Fey: Currently only undergrads.
- J. Sen. Morris: What if advisees aren't listed in our GradesFirst?
  - a) Dr. Winden-Fey: May be an issue of being officially listed as advisee. GradesFirst pulls out of Banner. Contact Nadia Eslinger.

**Action Items:**

- V. Approval of minutes from Oct. 9, 2018 regular meeting of the Faculty Senate: Sen. Talbot motioned to approve; Sen. McMullen seconded. Minutes accepted (with two abstentions: Sen. McCalman, Parl. Forbush).
- VI. Constituent Concerns:
  - A. Sec.-Treas.: Received another concern about the presence of a white nationalist student group on campus, as reported by The Echo. Concern also that the statement from Pres. Davis at the last FS meeting was not enough. Request for a fuller, more formal statement from his office.
  - B. Sen. Eskola: Remember to participate in homecoming.
  - C. Sen. Lowder: Students are finding out too late about needing to withdraw, and it's affecting spring registration. Example of a course in fall that was a prerequisite for the spring.
    - 1. Sen. Lewis: It won't show up if there's been an override (for example, if they haven't finished the prerequisite by the time they register).
  - D. Sen. Pauly: Concern that it is unfair and potentially racist to give points in HealthCheck360 for donating blood, when foreign nationals from some countries are legally not allowed to donate blood.
    - 1. Sen. McMullen: Intent of the program doesn't seem discriminatory, but this should be passed on to the committee.
  - E. Dr. M. Victoria McDonald (Biology), recognized by Pres. Mehta: Description of ongoing trap, neuter, release efforts and adoption for young cats who can be socialized. So far, ten adults and twenty kittens processed through program.
    - 1. Sen. Morris: Is the cat food being put out for this program or for other reasons?
      - a) Dr. McDonald: Not part of our program, though we have put traps near those food spots. Minimal attraction of other wildlife. Mostly the same cats returning.

**Reminders:**

- VII. Next regular meeting on Tues. Nov. 13, 12:45-2:30 pm in Wingo 315. Send questions for next meeting's guests (Jacob Held), for Pres. Davis, and Provost Poulter in advance to the executives.
- VIII. Next Joint Office Hours for Faculty Senate and Staff Senate: Fri. Nov. 9, 11:00 am to noon at Einstein's in Donaghey Hall.
- IX. Spring planning: no T/Th courses at 2:40 pm.

Sen. McMullen motioned to adjourn; Sen. Lowder seconded. Meeting adjourned at 2:36 pm.