

Minutes  
Faculty Senate – University of Central Arkansas  
Thursday, April 24, 2014  
Wingo 315 – 12:45 p.m.

**Attendance:**

College of Business: Jim Downey (2014), Kaye McKinzie (2015), Don Bradley (2016)

College of Education: Shoudong Feng (2014), Alicia Cotabish (2015), Jud Copeland (2016)

College of Fine Arts and Communication: Lanette Grate (2014), Garry Craig Powell (2015), Christian Carichner (2016)

College of Health and Behavioral Sciences: Melissa Shock (2014), K.C. Poole (2015), a-Alexandra Marshall (2016)

College of Liberal Arts: Clayton Crockett (2014), Jacob Held (2015), Chris Craun (2016)

College of Natural Science and Mathematics: Charles Watson (2014), Rahul Mehta (2015), Ben Rowley (2016)

At Large Senators: Brian Bolter (2014), Doug Isanhart (2014), Debbie Bratton (2015), Art Lichtenstein (2015), Kim Eskola (2016), Amber Wilson (2016)

- I. Comments – President Courtway
  - a. Congratulations on concluding a successful year of senate. I have appreciated working with Dr. Watson and the executive committee. Thank you for your service and hard work.
  - b. Briefly discussed our history with concurrent enrollment and in the past it was used to create an artificial head count. We have 311 concurrent students this year. Conway High and Central Arkansas Christian provide most of these students. Currently tuition is \$30 a course. Earlier this year, realized there are no Greenbrier students in our program, so President Courtway reached out to their high school administration. This became a discussion of associate's degrees. Conway high school also approached us about associates degrees. President Courtway feels could have long term benefit for UCA. Does not want anyone to feel like they are under pressure or being forced to do classes with this. Wants to form a committee over the next semester to look at various aspects of this. Will look at tuition

amount, classes taught, etc. Would like to continue working with Greenbrier to find courses that would satisfy criteria.

- i. Discussion Senator Bolter, President Courtway, Senator Cotabish, Faculty Senate President Watson.

II. Comments – Provost Runge

- a. Dean Search Updates: Dr. Stefanie Bellar from UT Chattanooga hired as Graduate Dean.
- b. Provost has been approached by both the College of Business and the College of Fine Arts and Communication faculty members (separately) about making both of their current interim deans permanent. The current interim Dean of the College of Business is Michael Hargis and the current interim Dean of the College of Fine Arts and Communication is Terri Wright. Provost scheduled meetings with leadership of both colleges to get frank and honest feedback. Both colleges' leadership thought it would be a good idea and should proceed with the discussion. There was not unanimity, but good discussion. Proceeded to meet with each department within the respective colleges and received feedback from each. Got good feedback, not unanimous but had strong support. Provost decided to offer both candidates their respective positions permanently. Both have accepted the positions for their colleges and signed letters. Provost would not have started this if the faculty had not asked for it.
- c. Still in negotiations with the other two dean positions (College of Natural Sciences and Mathematics and College of Health and Behavioral Sciences).
- d. Residential Colleges enrollment and recruiting numbers are lagging behind those numbers from previous years. Please engage with your residential colleges and prospective students.
- e. There is a problem with reporting in SmartEvals. We are working with them to get that resolved.
- f. Faculty Salary Review Committee-question about how to distribute the information about equity/inequity analysis (previously distributed to deans and chairs who would then share with individual faculty members). It would not be good to mass share this information when there are no mechanisms to deal with the inequity. This information on inequity has been distributed to chairs and deans and is available to any faculty member at any time.
- g. Commencement is Saturday, May 3<sup>rd</sup>. 2014. five students will be receiving presidential medallions as outstanding students in their colleges. Four Board of Trustees members will be there.
- h. Interviews yesterday for the contractor for Lewis Science Center.
- i. The Higher Education Coordinating Board meets tomorrow, Friday, April 25, 2014.

- j. Board of Trustees Budget Workshop tomorrow, Friday, April 25, 2014. This is an open meeting.
  - k. Service Learning Awards, Tuesday, April 29 at Brewer Hegeman Conference Center.
  - l. Senator Rowley asked for an update on the CNSM dean search? Provost-Don't have anything at this time. Will be able to make an announcement by tomorrow afternoon.
  - m. Senator Powell-I fully support of Dean Wright, but feel that a national search should be undertaken. Not unhappy with the decision, just would like to have the process of a national search.
  - n. Senator Bradley-College of Business is happy with Dean Hargis.
  - o. Senator Poole- Is there an update on College of Health and Behavioral Sciences dean? Provost-Hopefully will have an announcement by Monday.
  - p. Senator Copeland-With the advising workshops that we attended, there was not much focus on graduate students, will that happen in the future? Provost, we are working on that, using the feedback that we received at the training sessions.
  - q. Senator Fung-How many years do interims need to serve in order to keep that current salary if they go back to being regular faculty? Provost-there is a letter of appointment that both provost and dean sign at the time of appointment. The conditions of their appointment are outline and the conditions for their rollback are also outlined.
  - r. Senator Carichner: Have you checked into where Assistant Professor Gilbert Baker's salary money is coming from? Provost-That is coming from the Academic Affairs Reserves.
  - s. Senator McKinzie-Is there any update on the groups from Brazil that are coming in May? Provost-I do not have an itinerary, but they will be on campus Monday May 5 and 6. Can bring that information to the next meeting.
- III. Approval of Minutes – April 8, 2014 Meeting
- a. Motion to approve by Senator Copeland, second by Senator Mehta.
  - b. In favor-21, Opposed-0, Abstain-1
- IV. Report Division of Institutional Diversity: Communications Campaign--Dr. Angela Webster-Smith
- a. Please see attached handout.
  - b. Parts of this plan include the diversity advisory committee; diversity website; diverse faculty recruitment, retention, and development; diverse student recruitment, retention, and graduation; community collaboration; professional development of the division; and measuring and monitoring.
  - c. Senator Copeland-Is this in agreement with the diversity statement was approved by the faculty senate?

- d. Senator McKinzie-That will be going to the Board of Trustees at the next meeting
  - e. President Watson-Some different things have been submitted by different groups which will be going to the Board of Trustees. They will have the final decision.
  - f. Senator Rowley- Great report. Would it be possible to explore something about getting different ethnic groups on campus to integrate more?
  - g. Angela Webster-Smith--Yes, the all Greek step show is a good example of this and we need to consider more activities such as this.
- V. Report/Adoption Academic Affairs Committee I: Part Time Faculty Issues: Senator K. C. Poole, Chair
- a. Please see attached handout
  - b. Senator Poole briefly summarized the report. Consider what would happen if we did not have part-time faculty. We do have a need for these part-time faculty members. Would like to see the work of this committee continue. Based on responses and research, *Therefore, the Faculty Affairs I Committee recommends that UCA discontinue with the alternate social security plan, and instead, re-start contributions to social security for all part-time faculty (who are teaching less than 9 credit hours per semester).*
  - c. President Watson wants to give special recognition to Senator Forssman-Hill for her hard work and service to this committee.
    - i. Motion to accept the recommendation and report by Senator Isanhart, second by Senator Held.
    - ii. Comments Senators Downey, Rowley, Craun, Forssman-Hill, Wilson, Crockett.
    - iii. Passes unanimously
    - iv. Will be forwarded to the Provost
- VI. Consideration Revised Proposal for “Coke” Money – Executive Committee presented by Senator Rowley.
- a. Motion to approve by Senator Eskola, second by Senator Craun.
  - b. Discussion Senator Downey, Faculty Senate President Watson, Senator Rowley, Senator Eskola.
  - c. In favor-21, Opposed-1, Abstain-0
- VII. Report/Adoption from Committee on Committees: Senator Bradley, Chair
- 1. Strategic Planning Committee
    - a. New members-Michael Rubach College of Business, Patricia Kohler-Evans College of Education, Chair Representative John Toth (Sociology).
    - b. Motion to accept Senator Rowley, second by Senator Copeland
    - c. Passes unanimously.

2. Resolution on Publishing University Committee Membership
  - a. The Faculty Senate would like to recommend to the Board of Trustees of the University of Central Arkansas that the single, official location for information regarding the Faculty Senate Committees to be stored and kept would be the Faculty Senate web pages on the University of Central Arkansas web site. The committees could be listed in other places but would not include information on the committees or members.
  - b. Motion to accept this by Senator Eskola, second by Senator Copeland.
  - c. Discussion Senator Rowley, Senator Copeland, Faculty Senate President Watson.
  - d. Passes unanimously.
  - e. Provost-We cannot get this into the handbook for this year to be considered by the Board of Trustees. This will have to be worked on by next year's Handbook Committee.

#### VIII. Faculty Concerns

- a. Senator Bradley-next year we will be closely investigating where we stand on various faculty salary issues. Passed around two hand-outs from NEA and AAUP.
- b. Senator Eskola-Do we still have rolling admissions? Provost, yes until classes start as long as they are not scholarship students. Senator Eskola- Advising is difficult for these students and it puts the students and faculty members behind from the very beginning. Senator Craun expressed some similar feelings. Provost-wants to work for improvement in this area.
- c. Senator Shock presented a constituent concern:

*I was disappointed in not being able to make it to the annual service awards this year; we had a faculty candidate interviewing that day and the candidate was presenting to faculty during X-period. At the end of the day (on 4/11, the day of the ceremony), several of my faculty colleagues and I were talking and wondering - - who won what? who were the finalists? who is retiring? It was truly sad that none of us knew the answers. We felt disconnected, uninformed, and felt that the university could have done some small yet effective things to better demonstrate the value of these awards, this event, and the value that we are told (by administration) is placed on the faculty and staff.*

*So, I'm writing to request that Academic Affairs and the respective award committees do more to publicize and disseminate information, in particular about the faculty award finalists (teaching, research, service), prior to or concurrent with the event. I realize publicizing after-the-fact is in the works (eg. Bear Ledger,*

*Echo, online, etc.). I would hope and request that, at a minimum within the UCA community, there be more done each year to spread word about the accomplishments of the award finalists as well as the recipients in a more timely fashion. Having served on the teaching excellence committee, I know there is a time crunch. But, if there is time to type up and produce handouts for the ceremony, then there is also time to paste that info into an e-mail to the campus community and paste it onto a web page news release.*

*Related, the listing of faculty award recipients at <http://uca.edu/academicaffairs/files/2012/02/FacultyAwardsListing.pdf> has not been updated since 2011. Even a minor deficiency can sometimes speak volumes about an institution's values and principles. Thanks.*

- d. Senator Lichtenstein: Which way is the wind blowing on whether or not there will be any equity money to disperse? What is the likelihood? Provost-a concerted effort is being made to ensure that some funds are available for equity/merit, but we do not know yet.
- e. Senator Isanhart--

*"I have served as a faculty senator for 3 years. Today is my last meeting. I will miss part of it (the senate term). My opinion is that we spend an excessive amount of time talking about higher pay and how in Hell to spend Coke money."*

*"The part-time faculty survey work completed and reported point out two items I want to address. The purpose of the act of Congress that allowed employers to opt out of paying FICA on part-time employee wages was to benefit employers, not employees. The question of where will UCA get the estimated \$166,000 per year to fund the proposal to pay the FICA taxes for PT faculty can be answered. UCA has benefited from the FICA savings for at least 6 years (almost \$1 million). That is where the funding can come from. UCA just cut a faculty member's annual pay from \$132,000 to \$50,000. That savings is almost half of the annual amount required to fund UCA's share of FICA for PT faculty (not including 30% in benefits). This week the BoT is meeting and one agenda item is the purchase of a house on Bruce (3 blocks from Donaghey) for \$142,000. UCA has the money - it is a matter of priority.*

*"I teach labor relations and discuss salary issues with students. The PT faculty survey revealed, if true, that there are PT faculty working for 2 different departments. They teach the equivalent of a full load, yet are being paid PT wages. If this situation is true,*

*UCA may be in violation of the 1962 Fair Pay Act and the proposed 2014 Pay Check Fairness Act. I hope the survey is wrong."*

- f. Senator Wilson thanked fellow Senators for allowing her the opportunity to be Faculty Senate Secretary, even though she occasionally gets dates wrong and spells names incorrectly.
- g. President Watson recognized those members completing the final year of their term and the executive staff.

IX. Announcements

X. Passing of the Gavel

- a. President Watson presented gavel to Don Bradley
- b. Senator Bradley presented Senator Watson with a very nice plaque.

XI. Adjournment

- a. Motion made by Senator Rowley, second by Senator Wilson.