**Faculty Concerns Update for 9/24/15 Faculty Senate Meeting:**

\*Quick note: This list also includes some concerns that were addressed verbally at the prior meeting. On the suggestion of Dr. McKinzie, I will be formally writing out what the concerns were and how they were addressed for each subsequent meeting. This first document is playing catch up for 2 meetings’ worth of concerns. The documents will henceforth be distributed with each meetings’ materials and posted on the Faculty Senate website to facilitate better communication to the Senators and the faculty as a whole. The list isn’t comprehensive – we are addressing what comes up as we can, providing new information as it becomes available. You may not see a particular concern on this list – yet – that your constituents brought up. We’ll be doing our best to address the items we can throughout the year.\*

***Concerns from 8/27/15 meeting (and select concerns from Senator meetings with constituents), with resolutions/answers shared at 9/8/15 meeting of the Faculty Senate:***

1. Parking issue #1 – Concern about Resident parking spaces in faculty/staff lot between Western and Augusta, north of Bruce
   1. Resolution: UCA does not own the apartment complex north of this parking lot, and it has its own lot under its own jurisdiction. There are, however, 8 Resident spots in the UCA parking lot that are overflow for the townhomes just west of the lot on the west side of Western (which are apparently known as Western Heights).
2. Parking issue #2 – Concern about 4 specific spaces near Mashburn that were changed to Resident spaces, causing a hardship for faculty in Mashburn who need to unload/load gear for site visits mid-day.
   1. Resolution (copied and pasted from an email reply from Captain Jeremy Crabb, UCA-PD): “The faculty/staff spaces in the lot adjacent to Mashburn Hall and Farris Hall were originally for the Farris Hall RC (2 spaces), legislative audit (1 space while they had an office in Farris Hall), and Honors College faculty (1 space) while teaching classes in Farris Hall. Legislative Audit no longer has office space in Farris Hall and it was determined the RC needed only one space. For those reasons those two spaces were changed back to resident spaces. I might suggest that we could consider changing one of the resident spaces to 15-20 minute loading/unloading space.”
3. Parking issue #3 – Clarification on metered spot parking, when it is acceptable, etc.
   1. Resolution (again, copied and pasted from an email reply from Captain Jeremy Crabb, UCA-PD): “Regarding expanded parking options during later hours - between 4:30 PM and 6:30 AM and on weekends and holidays, meters are not enforced and visitor parking is open to students, faculty, and staff.”
4. Parking issue #4 – Information on how to get parking policies/fines changed
   1. Resolution: VP of Finance Diane Newton and Chief Larry James of UCA-PD have been invited to attend the 9/24/15 meeting of the Faculty Senate to open up a dialogue on this issue and to answer our questions.
5. Concerns about motorized cart traffic volume and speed
   1. Resolution: On 9/2/15, Donna Murphy (Administrative Specialist III over in Physical Plant) sent out an email on behalf of Larry Lawrence. The email reminded all Physical Plant employees about the University policies for motorized cart usage and safety. The email was further shared with Academic Affairs through the Provost’s Office, and through the Staff side of the house through Chief of Staff Kelley Erstine, Athletic Director Brad Teague, and VP of Student Affairs Ronnie Williams.
6. Mosquito problem in Lewis Science Center
   1. As per an email from Dean Addison in CNSM dated 9/3/15, a water line and a sewer line had been accidentally cut and were actively leaking into the crawlspace beneath the building. Mosquitoes had taken up residence in the stagnant water. The water lines were fixed, the sewer line was rerouted, and the water was drained. The mosquito problem was addressed with fogging using Pyrocide 300 in selected areas. Wet areas were also treated with mosquito dunks, which release an insecticide for a period of 30 days. There will be some residual mosquitoes, but the problem should gradually resolve now that the source has been fixed and the area treated.
7. Elsevier presentation on campus – concerns about how that data will be used, and whether we would have access to Department and College data individually
   1. Resolution: Dr. Tammy Rogers, Chair of SPARC/SPC and co-chair of the Strategic Planning Task Force, addressed the Faculty Senate on 9/8/15. She clarified that the presentation was strictly a ‘bonus’ bit that the consultants we hired for our Strategic Planning efforts brought in. Essentially, these were consultants to the consultants, telling us what they could do for us. We have not spent any money on those specific services, and we have not contracted or begun contracting with Elsevier for those services. This was strictly an informational session – it should be interpreted by faculty solely as a briefing on the services they could provide, IF we wanted to avail ourselves of those services.
8. Issues of frequency of mandatory training sessions on diversity, sexual harassment, etc.
   1. Resolution/information still forthcoming – I’ve sent an email to VP of Human Resources Graham Gillis for clarification. I have since received word back, but I will share that information below to keep the info put forward at the 9/8/15 meeting separate from that which will be brought forward at the 9/24/15 meeting.
9. Concerns on the “3 and out rule” that is in place, where visiting/temporary faculty are only allowed to teach for 3 years of continuous employment before they will not be rehired. Faculty expressed concerns that this is hampering effective teaching and leading to loss of good faculty.
   1. Answer: While the concern is certainly valid, Provost Runge provided information on the number of temporary faculty in the most seriously affected Department – the Department of Writing. The numbers have been decreasing steadily across a 3 year interval. While the transition may be hard, and the difficulties may be exacerbated by the University-wide difficulties in offering new faculty lines, the system does seem to be working in terms of reducing the numbers of visiting/temporary hires. It was further clarified by Provost Runge that permanent full-time lines have been produced out of conversions/merging multiple temporary and/or part-time lines specifically in the Department of Writing. This is a tricky thing to balance, and doing it slowly across multiple years is somewhat painful. The end result is that it is working as intended, however – but would be working more effectively if there were resources available for larger numbers of full-time, permanent faculty lines in the affected areas.

***Concerns raised at 9/8/15 Faculty Senate meeting, with information/answers/resolution since, ready to be shared at 9/24/15 Faculty Senate meeting:***

1. Chairs/picnic tables update
   1. Project is in progress – turned out to be a little tougher than expected, due to space problems to store the chairs and selection of sites for the picnic tables. Senator Eskola is continuing to work on the projects.
2. Salary issues for part-time/adjunct pay levels
   1. Multiple Colleges/Units brought this issue up in their meetings with their Senators. The issue is being put forward initially in the Faculty Salary Review Committee survey, which will be administered in the next week. Should your constituents feel strongly about the issue, one way or the other, that survey is their initial point to make their concerns heard. If the demand for that raise in pay is sufficient, the Committee will attempt to put it through the Strategic Budget Advisory Committee hearings process. Faculty should be aware, however, that this is a University-wide group, and the prioritization process doesn’t guarantee funding. The issue was brought forward last year as well, but was not voted as one of the top 10 priorities by the SBAC group. The process is long, complex, and not an absolute guarantee of funding – it is merely a prioritization process to direct funding of new items if funding is available. The proposals are due to SBAC by mid-October, the initial hearings are mid-November, and the voting session by SBAC is in early December. This will help guide the budgeting process for the next fiscal year.
3. Concern on frequency of mandatory training sessions
   1. The following reply on this concern is from our VP of Human Resources, Graham Gillis:

“I have visited with Charlotte, Kandi, and Warren about your questions and below is our response.  The only federal guidance we have is in regard to Title IX.  All of the other training sessions are in response to incidents that have occurred on our campus involving sexual harassment, UCA's commitment to diversity and inclusion, and to the recommendations that came out of the 2010 HLC report.

The majority of universities around the country are requiring employees to complete similar sessions.  
We know that you and many of the faculty are culturally competent and current with Diversity, Title IX, Child Abuse Prevention and Harassment issues and laws. Unfortunately not all employees reflect the same awareness, education, and competence. UCA continues to have incidents where individuals experience workplace harassment, sexual assault, etc.

These sessions serve many purposes:1) Provide information regarding UCA specific policies and procedures, 2) Provide a forum for discovery and discussion, 3) Reinforce University expectations in regard to professional and inclusive behavior, 4) Reinforce UCA's AVID mission statement, 5) Uphold the law (i.e. - Title IX) and, 6) Protects the University in regard to potential liability. Please note that only four sessions are required although UCA offers additional training opportunities on a voluntary basis.  All four of these sessions can be completed online at the faculty member's convenience.

For these and many other reasons UCA will continue to strive towards awareness and education on topics that impact the workplace and academic classroom. Thank you for your understanding and participation. Please let me know if you have questions.”

* 1. Also in a reply to Dr. Kaye McKinzie from UCA General Counsel Warren Readnour on 9/15/15:

“President Courtway asked me to respond to your question regarding the consequences of failing to take the annual training sessions.  I know that Graham Gillis recently copied you on a response to questions from Dr. Rowley about why the sessions are required each year.  Some of the reasons he identified were to comply with Title IX and to protect the university from potential lawsuits.

With regard to your question, there is no specific penalty such as suspension or termination for failing to complete the sessions.  Some supervisors review the list of employees that have completed the course to take that information into consideration when completing annual evaluations.  The failure to timely complete the courses could result in a lower evaluation, which could impact the amount of a raise or merit bonus.  Other supervisors follow up by directing the employee to complete the training in the same manner they would any other work assignment.

As with many of our university policies, it is up the the supervisors to verify that employees are complying with all university policies and to take appropriate action for the failure to comply with a university policy.”

1. Concern on handling of specific incident in Torreyson Library over the summer involving a student having a drug-related issue:
   1. I asked Chief James to respond to this one, with the concern from the faculty member asking about the number of female officers on the UCA-PD and the training they receive in order to deal with students experiencing drug-related or mental health-related incidents. His emailed reply from 9/15/15 is copied and pasted here:

“With regard to the concerns you raise about our officers' response to a report of a naked female in Torreyson Library, it may be of some benefit to you and others who received your e-mail for me to respond, in writing, with a summary of events from the law enforcement perspective.  I am attaching a copy of incident report #15-00373, a matter of public record, that chronicles the arrest of ***{name withheld}*** on 06/11/2015 on charges of disorderly conduct.  Please note that we have not received a citizen complaint or concern regarding our officers handling of this incident.

I, along with members of my command staff, thoroughly reviewed this incident after receiving your e-mail. It is my determination that the officers acted in a manner that was justified, lawful, and proper. As indicated in the report, ***{name withheld}*** was under the influence of LSD (as well as some amount of vodka) and, from her actions and apparent state of mind at the time, was considered by our officers to be a danger to herself or others.  She was placed under arrest for disorderly conduct, covered up as much as possible, and taken to a patrol vehicle for transport. During her arrest, a staff member from the library appeared emotional over the fact that ***{name withheld}*** was being arrested, attempted to engage the officers in conversation, and asked if she could hug ***{name withheld}***. Because an individual's behavior when under the influence of drugs or alcohol, and specifically LSD, is unpredictable (quickly changing from complacent to combative), the officers could not allow the staff member to come in contact with ***{name withheld}***. Persons under the influence to the extent exhibited by ***{name withheld}*** would not be accepted into the Student Health Clinic or the Counseling Center, and for her safety and the safety of others, the officers were legally obligated to take ***{name withheld}*** to the county detention center. The arrest report was also forwarded to Dr. Roberts for action deemed appropriate by Student Services.

We have three female police officers on staff.  Our recruitment and selection process mirrors other law enforcement agencies and we would like to see more underrepresented individuals attend the initial testing phase of the hiring process. We continue our outreach efforts in this area. But, let me be clear, a female officer responding to the incident above would have acted in the same manner, with the same professionalism, and the same concern for the welfare of the individual and others as did the male officers.

The circumstances in the above case should not be confused with incidents involving mental health issues. They are not the same, and we do not respond to them the same. Our officers respond, quite frequently, to reports of individuals exhibiting signs of depression, anxiety, aggressiveness, or suicidal ideations, among others. When these individuals are not violating the law or posing a threat to themselves or others, we have a tool in our toolbox that our city and county law enforcement partners do not. The Counseling Center, under the direction of Dr. Susan Sobel, makes available on-call counselors 24-7. Her predecessor and I developed this program nearly 20 years ago. In these cases, our officers respond to assess the situation and ensure an environment of safety for the individual, and our dispatchers contact the on-call counselor who responds immediately to the campus for assessment and care. Our officers do everything possible to ensure that the individuals receive the attention and care they need. We do respond occasionally to reports of attempted suicides and these individuals are taken by MEMS to Conway Regional Medical Center.

Our officers receive training in responding to mental health issues (identifying and understanding common mental health issues, officer safety concerns, intervention, and commitment) and have received countless praises from counseling staff for the way they engage these individuals over the years. In my recollection we have never received a complaint regarding our responses to such situations.

I realize that my response to the concerns about the library incident is long and probably more detailed than you may need (or even want to read).  However, it is important to me that you know that every concern raised by our faculty, staff and students is important to us, that they are thoroughly considered and/or investigated, and that appropriate action is taken and as clear an explanation as possible is provided.”

1. Idea for a Veteran’s Center and the creation of a Military Ombudsman position to better facilitate our interactions with veteran students, both current and potential
   1. Senators McKinzie and Craun are currently laying the initial groundwork for this idea.
2. Request for a crosswalk between the HPER Center and Mashburn/Farris Hall
   1. This request was put forward to President Courtway in a meeting with the Faculty Senate President, Staff Senate President, and SGA President on 9/10/15, and we will follow up in future meetings. We do control that street area, so it is a UCA decision and not a City of Conway decision on whether or not a crosswalk is applied there.
3. Request for sidewalks along Western and Augusta for safety reasons
   1. This request was also put forward verbally to President Courtway on 9/10/15, and we will continue to follow up in future meetings.
4. Request for a roundabout at Beatrice Powell and Donaghey Avenue
   1. This was discussed in a meeting with President Courtway on 9/10/15. Technically, it sounds as if the City of Conway would also like to resolve some traffic issues with a roundabout there. However, there are multiple projects ongoing across the City right now, and funding may be an issue. I suggested blocking the left turn lane, in order to only allow right turns onto Donaghey Avenue. This was only a suggestion, and isn’t going into place – but we’ll continue to discuss solutions to the problem. It doesn’t sound like a roundabout is going to be in the possible solutions mix in the near future, however.