Faculty Senate Minutes

University of Central Arkansas Faculty Senate

Tuesday, November 11th, 2014

12:45 p.m. – Room 315: Wingo Hall

**Attendance:**

College of Business: Kaye McKinzie (2015), Don Bradley (2016), Doug Voss (2017)

College of Education: Shoudong Feng (2015), Jud Copeland (2016), Kevin Stoltz (2017)

College of Fine Arts and Communication: Garry Craig Powell (2015), Jane Dahlenburg (2016), Lynn Burley (2017)

College of Health and Behavioral Sciences: K.C. Poole (2015), Duston Morris (2016) , Mitchum Parker (2017)

College of Liberal Arts: Jacob Held (2015), Chris Craun (2016), John Parrack (2017)

College of Natural Science and Mathematics: Rahul Mehta (2015) (George Bratton), Ben Rowley (2016) , Lori Isom (2017) aa

At Large Senators: Debbie Bratton (2015), Art Lichtenstein (2015), Kim Eskola (2016), Amber Wilson (2016), Lisa Christman (2017), Lisa Ray (2017)

Part-Time Senator: Deb Forssman Hill (2015)

1. Call to Order – By Senator Bradley
   1. President Bradley calls to order at 12:45
2. Comments: Faculty Senate President Bradley
   1. Handout (Appendices A, B, C)
3. Comments: Provost Runge
   1. Handout (Appendix D)
   2. Update on space moves across campus.
   3. Concurrent enrollment costs (No handout provided since the numbers are inconsistent with the numbers provided in the handouts from Senator Bradley. Wants accurate numbers before he disseminates numbers reflecting costs.)
   4. Concern regarding on-line courses and final exam times. Currently on-line courses aren’t fit into the final exam matrix. There are conflicts. These need to be addressed.
      1. Discussion ensues: Senators Copeland, Morris, Parker, and Provost Runge
   5. Discussion: Senator Copeland: Can we get an update on the legislative hearings?
      1. Provost Runge: No news. Although there is real concern regarding higher ed funding.
      2. Discussion ensues: Senators McKinzie, Morris, Burley, Rowley, Feng, and Provost Runge
4. Comments: Information Technology Vision by Dr. Christopher Davis Chief Technology Officer Information Technology
   1. Report regarding Blackboard down time over winter break.
      1. Data is being migrated to data center in Richmond, VA. No data will be lost.
      2. As part of this process we’ll get more resources, updates, versions, etc that we did not have before.
      3. Some of the menus and interfaces will change. We will offer training to make sure everyone is trained on this latest version.
      4. Senator Copeland: The dates for the recently scheduled migration affect the ability to plan and prepare courses for the spring semester. How will this affect faculty’s ability to plan and prepare?
         1. Dr. Davis: This will go offline while we migrate the material. You can do development now, but it will have to go down to migrate the material. Dec 17th to Jan 2nd it will be unavailable. There truly is no better time to do this, and managed hosting will alleviate these problems in the future. You can update now and all that will carry over and be available after the migration.
         2. Discussion ensues: Senators Morris, McKinzie, Copeland, Eskola, Feng, and Provost Runge.
         3. Senator Bradley: Please get this info out to your colleges so people are informed and not taken by surprise.
         4. Dr. Davis will field questions regarding the recently distributed 5 year plan. (See handout: Appendix E Campus Technology Plan Outline)
            1. Senator Morris: Charge for blackboard app?

No, it is free now.

* + - * 1. Senator Parker: Is there a plan in place to deal with usage on campus?

Yes, we want to increase capacity so you can use what devices you need.

1. Comments: President Courtway
   1. Arrived at Senate 1:30
   2. Grand opening of HPER center is Nov. 24th. It will be open Nov. 22nd. Will be open over the break.
   3. No prepared comments. Open to questions.
      1. Senator Morris: Can we get periodic updates about the Donaghey corridor? Namely, issues about traffic flow, walking and so forth.
         1. President Courtway: We’re in discussion about these issues. Opposes widening Donaghey to a 4 lane road. Pedestrian safety is a major concern.
      2. Senator Bradley: Having seen drawings that seem to indicate 4 lane streets that is a real possibility. There are many things in the discussion phase.
         1. President Courtway: Need to consider both safety and aesthetics. But there are differing opinions on this. But we will make sure to keep everyone posted.
      3. Senator Parker: How much influence do we have with city council, city affairs? City improvements that might also help in terms of physical health…
         1. President Courtway: Current Mayor Tab Townsell would be very receptive. Contact the city council. It’s worth approaching them.
         2. Discussion ensues: Senators Morris, Parker, and President Courtway.
2. Consideration of Minutes – October 23rd, 2014
   1. Motion to approve by Senator Burley, Second Senator Copeland
   2. Approved unanimously
3. Report from Committee on Committees: Senator Rowley
   1. Updates: 1) getting ready to streamline the committee selection processes currently in place. Also trying to get formalization of selection within colleges. 2) There is interest from staff senate and SGA to have a bigger role in how university committee membership is made and so on. Open to having that discussion in the spring semester.
      1. Senator G. Bratton: Our Constitution says that faculty senate has the responsibility for university committees.
         1. Senator Rowley: That’s why we’re going to have a discussion about this.
   2. Motion to suspend the rules to consider two appointments.
      1. Moved Senator Ray, second Senator Christman.
      2. Vote in favor, unanimous.
   3. Child care task force being formed to consider day care facility on campus. Asked committee on committees to provide two names: Chris Craun and Mitchum Parker brought forward to sit on that group.
   4. Discussion: Senator McKinzie, have they accepted the nomination?
      1. Yes
   5. Senator Dahlenburg: Who would this serve?
      1. Senator Rowley: It’s in its infancy.
   6. Vote, all in favor. 2 abstentions.
4. Discussion on Faculty Senate Resolution on UCA Administrator Hiring Practices presented by Senator Rowley

The Vote will be December 9th

* 1. Senator Bradley: Will discuss this, then table it for a future vote.
  2. Move to accept Senator Ray, Second Senator Craun
  3. Discussion
     1. Senator Rowley: background of the resolution and the faculty senate exec committee’s rationale for this.
     2. Senator G. Bratton: Why wait on this. We’ve had due time.
        1. Senator Bradley: We didn’t want to rush things. But if we’re ready to vote we can.
     3. Senator Burley: Concerns, Presidents and vice presidents are missing from this list, and not all these positions are in the same boat: Associate deans, assistant deans…Do we need national searches for these, have we done so in the past?
        1. Senator Bradley: The idea behind this is to instantiate a culture of national searches. It’s not terribly costly, it just makes it more open, all can apply.
     4. Senator Copeland: Interim limited to 24 months. So is this done on a case by case basis? What happens if this is violated?
     5. Senator Parker: Regarding program directors, can we consider national searches or anything for this?
        1. Provost Runge: The use of the term director is very loose. Some are searched and hired, many of the “director” positions are coordinators. The intent appears to be that the director of university college and so on, real administrative positions, not directors of masters programs or what have you, would be searched nationally.
     6. Senator Morris: so do we need criteria for those that require external versus internal? Does it harm us to require external for all positions? It’s not that expensive and it sends a good message regarding our seeking top quality candidates.
     7. Senator Christman: My director is equivalent to a department chair. And these should be open to national searches. We also need to make sure to limit interim appointment times.
     8. Senator Burley: Concerning chairs, interims are cheaper and these positions are for life. If we hire from within, with chairs that could be for the rest of our careers, and we’d have had no say.
        1. Provost Runge: We need to think about chairs. When they retire, we do national searches to replace them. But when they decide to move back to faculty to 9 months we encourage deans to find internal candidates. The reason is departments are asking for more faculty lines. You can’t control specialty in chair searches, you can’t control specialty so you could lose a functional departmental line. You can be more strategic if you use lines to hire faculty, not chairs.
        2. Senator Craun: We just went through this in history, and this is exactly what we dealt with. It would be expensive, we had area needs, and it wasn’t feasible to find a chair candidate to meet these. We opted to do the internal and we are all happy with this.
        3. Senator Burley: I recognize these issues, but it is a case by case thing.
     9. Senator McKinzie: If a search committee has the option to consider external and internal candidates, they can consider issues reading financial impact, departmental needs and so on. So what is the argument to not do these national, external searches?
        1. Senator Bradley: Concur, external searches offer more choice. We want people to have the chance to apply. We’ve had too much inbreeding, too many appointments, and we don’t always get the best people.
     10. Senator Parrack: For the record this is a different sentiment than was offered by the faculty senate when Provost Runge was appointed.
     11. Call the question: Senator Burley
     12. Vote: 21 in favor, 0 against
     13. Vote to pass the resolution
         1. Unanimous in favor with 1 abstention.

1. Report from Faculty Affairs I Committee
   1. Senator Burley: No report
   2. Senator Bradley: Ask this committee to look at and consider the following issue: Honors college faculty and tenure. When they get tenured they go to the honors college full time and the department they come out of loses that portion of a line. How do other institutions handle this? Are those people tenured in the honors college or in their department? Should the honors college faculty be tenured in the honors college or in their discipline? In addition, how many schools actually tenure faculty in their honors college, not in their school? Provost Runge: Please also consider the trends.
2. Report from Faculty Affairs II Committee
   1. Senator Parker: Handout (Appendix F)
      1. Considering expense, it seems direct marketing may be a better use of funds given student yield.
      2. Also had some concerns regarding the accreditation body.
      3. Issues: Can we increase tuition to even out costs? Can we have a more direct role in these programs? Can we work more with feeder colleges and less with concurrent enrollment?
      4. Assuming we will do concurrent enrollment what would we like to see?
         1. Increased contact hours with the students. Coincide this with university events.
         2. Provide a culminating event.
         3. Strongly against offering an associate’s degree.
         4. Offer some incentive when they come to campus, an economic draw to motivate them to come to UCA.
         5. Brand CE.
         6. Contact hours with instructor.
         7. Course release or remuneration for our faculty that want to get involved in CE programs.
         8. Need clear criteria for when we will no longer pursue this.
         9. Try to reach out to other students, less privileged ones and so treat this as remediation.
   2. Senator Bradley: Key issue here is always funding. We give our product away. This also does tend to help the privileged.
      1. Discussion ensues: Senators Parker, Held, Morris, Eskola, Burley, Wilson, and Craun.
      2. Sent back to committee with this charge: If we had to do something what should it look like? How should UCA do this? With a cost analysis.
3. Report from Academic Affairs Committee
   1. Senator McKinzie: No report. Rescheduled meeting.
4. Announcements
   1. Senator Eskola: Re-do your orientation for the new HPER.
   2. Senator McKinzie: Let’s take a moment to honor our veterans on Veterans Day. We honor the service of our fellow faculty, staff, and students that are veterans.
5. Faculty Concerns (***The concerns below reflect the position of the faculty member who submitted them. All concerns are anonymous. They are included verbatim if sent ahead of time or electronically. (Verbatim comments are italicized.) Comments are paraphrased if presented by a faculty senate member without being accompanied by a written version. The comments below do not necessarily reflect the opinion of any faculty senate member, department, college, or university official. The comments herein presented are unedited. The faculty senate or its agents cannot attest to the veracity of claims made under the “Faculty Concerns” section of the Faculty Senate minutes.***)
   1. Senator Parker: Thanks for helping with music issue coming from athletics. Concerns about parking.
   2. Senator Forssman Hill:

***Constituent Concern sent to Senator Deb Forssman Hill:***

*I am writing you regarding my concerns as a visiting lecturer. I am in the first semester of my last academic year here.*

*It strikes me that, given the results of the three-year-limit UCA and the faculty senate must revisit this issue. Here is the history:*

*In the Spring semester in 2013 a visiting lecturer who also served as the assistant to the director of first year composition left her position middle of the semester due to finding employment that was not term limited outside of the university. In the Fall semester of 2013 a visiting lecturer who was in his final year abdicated his position early to transition from his part time position at a company to a full time position.*

*Neither of these former visiting lecturers sought a Ph.D. or further employment within higher education; one bitten, twice warned.*

*Spring 2014 was the final semester for five visiting lecturers. Four of the five visiting lecturers who the Department of Writing dismissed returned to UCA in the fall of 2014, one as an adjunct in the Department of Writing. Obviously, this former visiting lecturer turned adjunct has taken an enormous pay cut, earning less than half of the salary of a visiting lecturer while continuing to teach six courses over the course of the academic year, or 75% of the previous course load. It is clear that since this former visiting lecturer was offered this position as an adjunct there remained at least three sections of WRTG 1310 or WRTG 1320 without an assigned instructor. It also bears noting that the hiring of her as an adjunct in this department after her term as a visiting lecturer was over also violates the rules we visiting lecturers in the Department of Writing have been advised of: that once the three year term concludes former visiting lecturers are not eligible for rehire in any capacity by the Department of Writing for two consecutive years. I cannot find this policy in the faculty handbook but our former department chair, Scott Payne, has verbally confirmed it numerous times.*

*The remaining three former visiting lecturers remaining at UCA have retained employment in the English and University College Departments; one holds a full time position and two currently hold an adjunct positions, teaching the maximum sections allowed, which is three. All three retain their employee benefits.*

*What is the purpose of limiting the term of visiting lecturers to three academic years? Clearly it is easy enough to not rehire those whose performance is deemed lacking as our contracts are for one academic year. Further, Arkansas is a right to work state. The employment limits serve no discernible purpose, unless it is the goal of UCA to cost itself money and ensure that students' general education instructors always have one foot out the door.*

*The last point I want to make regards the description of the visiting lecturer position in the faculty handbook on page 23:*

*"The visiting lecturer rank is reserved for the temporary hire of full-time faculty to meet 'emergency' programmatic needs."*

*This definition seems to be at odds with the implementation of the rank. If the position is temporary and for emergencies only then why does the Department of Writing require continual staffing of six temporary emergency positions? If the positions are temporary then why are they continual? Although Greg Graham, for instance, is no longer a visiting lecturer in this department there are no fewer positions of visiting lecturers in this department. These positions are not being utilized in a manner consistent with emergency hires. The Department of Writing seems to be following only the rules it chooses to follow but not all the rules. What was the purpose of not rehiring a former visiting lecturer as a visiting lecturer this year, but hiring her as an adjunct? The rule is nonsensical; it serves no purpose. Clearly UCA departments are already attempting work-arounds and finding loopholes to get past this rule. If it serves no purpose, other than to cost UCA money and disenfranchise instructors, then it should likely be struck from the record.*

* 1. Senator Parrack: Concern regarding University Ebola Protocol.
     1. *The part that disturbs me is 5.b. “If a student has not been in Africa within the past 3 weeks but is from Guinea, Liberia, Sierra Leon, Nigeria, or the Ivory Coast proceed to #6 for further screening by a physician or APN.” It sounds like they think a student can become positive for Ebola just because he or she is from one of the 5 African countries listed, one of which is the Ivory Coast, which has not has a reported case of Ebola. We have a large group of new students from Ivory Coast; they are enthusiastic students with good attitudes, and I really would hate for UCA to make them angry. We need all the students we can get, considering the lack of recruiting on the part of International Engagement.*

1. Adjournment
   1. Adjourns 2:45.