**ATTENDANCE:**

**College of Business:** David McCalman (2017), Kaye McKinzie (2018), Anthony McMullen (2019)

**College of Education:** Wendy Rickman-aa (2017), Nancy P. Gallavan (2018), Jud Copeland (2019)

**College of Fine Arts and Communication:** Larry Dilday (2017), Polly Walter (2018), Jane Dahlenburg (2019)

**College of Health and Behavioral Sciences:** Steve Forbush (2017), Denise Demers (2018), Duston Morris (2019)

**College of Liberal Arts:** John Parrack-aa (2017), Taine Duncan (2018), Lynn Burley (2019)

**College of Natural Science and Mathematics:** Lori Isom-aa (2017), Rahul Mehta (2018), Jeff Padberg (2019)

**At Large Senators:** Lisa Christman (2017), Lisa Ray (2017), Phillip Spivey (2018), Julia Winden-Fey (2018), Kim Eskola (2019) and Becky Bogoslavsky (2019)

**Part-Time Senator:** Lee Sanders-aa (2017)

**Information Items:**

1. Comments – President Davis
   1. Out due to illness. Sent notes through FS President McKinzie
      1. Working on a three year plan for merit and equity due to compression
      2. Gun law – working on not allowing within a certain distance of sporting venues
      3. Classified employees – looks like the law will change which means that we will be able to give COLA to them when we get COLA.
      4. Currently has advancement and promotion applications that he will be going through all binders that are straight “yes” to establish a baseline of what UCA expects.
      5. Update from Dr. Rogers about SPARC and recommendations to overhaul the mission of the advisory committee
2. Comments – Provost Runge
   1. See notes from Provost Runge on FS webpage
   2. Dept. Promotion and Tenure Criteria
      1. BOT will consider linking tenure and promotion
   3. International Engagement
      1. Interim Phillip Bailey
      2. National Search will be conducted
   4. Honors Dean position
      1. Negotiations are ongoing
   5. Retirement Receptions
      1. Dean Rick Scott and Dean Maurice Lee
   6. Questions
      1. Has the search for Dean Lee’s position begun?
      2. Provost Runge - Not yet
3. Comments – President McKinzie
   1. Meeting will adjourn at 2:30
   2. Spring senator elections (Senators Duncan and Eskola)
      1. Senator Copeland – When do officers change?
      2. FS President McKinzie – May meeting will elect new officers for VP, Sec and Treasurer
      3. Senator Gallavan – If someone did not get the survey for elections?
      4. Senator Eskola – Have them E-mail me
   3. Staff Senate execs and Faculty Senate execs meeting
      1. See asked and answer for comments
      2. Senator Copeland – in our college, we send out updates to faculty and staff. Second point, make sure they are early in the agenda so that we have time for them
      3. Senator Burley – Some things need to be addressed one on one and face to face.
      4. Senator Duncan – Staff Senate was also concerned with the tone we take with each other.
   4. Committee Updates – VP Duncan
      1. Next meeting we will address those committees that have a spring election/ appointment.
4. Academic Affairs, Senator McMullen, Chair
   1. A survey on our grade policy has been distributed to the UCA community. We will close off the survey next week and get the results over the weekend. We will report the results at the next Senate meeting.
5. Faculty Affairs I, Senator Copeland, Chair
   1. CHARGE # 1 UPDATE: Faculty Affairs I members are continuing to review proposed revisions/updates to the Senate Bylaws and the Working Manual. With respect to alignment, these Senate documents are being reviewed in relation to the revised Senate Constitution based on the results of the Faculty Association approval of the proposed four (4) Bundled Resolutions (eight [8] Resolutions Total) on March 7- 9, 2017.
   2. CHARGE # 3 UPDATE: Faculty Affairs I contacted with Dr. Brad Teague and Dr. Bill Bandy on Monday, March 27, 2017. Dr. Teague and Dr. Bill Bandy are revising the Athletics Department Draft Report with requested supporting data received from the Senate and Faculty Affairs I. The Athletic Committee Reporting Plan will be submitted for the scheduled Senate meeting on April 11, 2017.
6. Faculty Affairs II, Senator Spivey, Chair
   1. Faculty Affairs II Committee has received additional data from Senator Burley concerning adjunct, part-time, and overload faculty pay at multiple institutions.  The committee will meet Friday, April 7 in 301B Irby Hall from 1:00 to 2:00 to review the data and discuss possible recommendations.  Senator McCalman (Chair, Faculty Salary Review Committee) will attend the meeting.

**Action Items:**

1. Minutes from the last meeting - Secretary Eskola
   1. Motion by Senator Copeland
   2. Second by Senator Ray
   3. Motion passed
2. Faculty Handbook changes on Chapter 7
   1. See document on FS webpage. Third page on chapter 7
   2. Faculty Grievance – see revised resolution on FS webpage
   3. Handbook – See revised resolution on FS webpage
   4. Motion to accept changes to Chapter 7 in Faculty Handbook by Senator Gallavan
   5. Second by Senator Ray
   6. Motion passed

**Guests:**

1. Faculty Salary Review Committee Report (March 1)
   1. Senator McCalman – FSRC Chair
   2. See FS webpage for documents
   3. Adjunct and overload increase – working with Senator Spivey on data that they have been collecting in his committee.
   4. Senator Christman – Years past we have not had that for all faculty?
   5. Senator McCalman – the one exception is the library. It is difficult because universities deal with libraries in different ways. We did work with Institutional Research and we did find that they are also below.
   6. Senator Copeland – What is the next step?
   7. Senator McCalman – survey of faculty in September
   8. Senator Duncan – Using merit and equity as one?
   9. Senator McCalman – earlier draft was pool. Put equity first.
   10. Senator Burley – some dept. and colleges have decided to put equity first
   11. Senator McCalman – instrumentation for getting equity and merit. Providing general guidance on it.
   12. Senator Forbush – I do have some trouble with CUPA because it is a national survey. It is median data which is skewed. We are not at the same COLA as others in the national survey. Do we have data from the peer and aspirants?
   13. Senator McCalman – I have heard that we do have data from peer and aspirant institutions but it was not part of this committee.
   14. Dr. Kurt Boniecki – acting for Provost Runge – Provost Runge is in favor of getting to the CUPA median because we are competing nationally for candidates.
   15. Senator Dilday – Wants to advocate for the adjunct faculty so that we can compete with local universities.
2. Faculty time use study - April 19, 2017
   1. Senator Morris, Chair
   2. See documents on FS webpage
   3. Using a standard credit hour system will not work at UCA.
   4. Faculty Time Use Study – out sourced survey – University of Maryland survey
   5. April 20th will talk about the day before activities.
   6. Questions????
      1. Senator Copeland – April 17 and April 20 are the dates?
      2. Senator Morris - Yes
      3. Senator McCalman – How do you count for different semester dates for other universities or a different workload on that particular day?
      4. Senator Morris – we have asked those questions
      5. Senator Copeland – lead contacts?
      6. Senator Morris – That would be me
      7. Senator Dilday – Grading burden on certain days, if this hits on other days then it can skew the results.
      8. Senator Morris – that is why it is representative so that maybe it will offset.
      9. Senator Christman – Heavier teaching loads in the fall compared to spring
      10. Senator Burley – they do calculate your teaching load
      11. Senator Duncan – Are we only getting access from UCA or can we get other data from other institutions.
      12. Senator Morris – Not sure who the other universities will be in the study so we would have to have comparable universities.
      13. Senator Gallavan – Required as oppose to a choice
      14. Senator Mehta – one day survey vs a week survey
      15. Senator Morris – We thought it would be easier for faculty to recall one day rather than a week
      16. Senator Eskola – Will the survey ask about class size? It is very different having a class of 60 as opposed to 15.
      17. Senator Morris – I have not seen the survey but will ask if it inquires about class size.
      18. Senator Copeland – Doing again in the fall? It does change and it may let us see differences and changes
      19. Senator Morris – We can see about doing it in the fall as well.
      20. Senator Forbush – will take the survey but has hesitation about the survey because they are limited in scope and its usefulness. A lot of this could turn to a comparison among faculty. 30-50% really does not “wash out”. How will the results be used? I do not think it will say what our optimal workload.
      21. Senator Dahlenburg – Digital Measures is supposed to quantify our work product. Why are we not using that to quantify our workload?
      22. Senator Burley – Administrative re-assign time – dept. had people quantify their time and we realized that some people move slower than others do.
      23. Senator Duncan – Qualitative part of the survey?
      24. Senator Morris – It is part of the survey
3. Relay for Life ([tfletcher1@cub.uca.edu](mailto:tfletcher1@cub.uca.edu))
   1. Invitation to participate in the RFL. Register on-line. Minimum $10 donation. April 21, 2017. Farris Center

**Other beginning at 2:15 PM**

1. Faculty announcements and concerns – concerns are not directly from Faculty Senators but from faculty constituents
   1. Senator Morris –Constituent concern related to linking tenure and promotion and how departments will have to realign T&P requirements. If they are linked, then what happens to faculty who would have met tenure requirements but were not able to meet promotion requirements?
   2. Senator Dahlenburg – A suggestion, not a concern.  Is there any way to update the minutes on the Faculty Senate page so that they are searchable in a complete database?  Right now, we are relying on institutional memory to find specific topics/conversations/resolutions.  This would also help us to not "reinvent the wheel" when issues have been addressed in the past.
   3. Senator Dilday – Continue concern in his college about the three and out rule. They will turn over eight (8) positions this year. We are losing good faculty by having this rule and not being able to keep them at UCA.
   4. Senator McMullen –The UCA Debate Team traveled to the IPDA National Championship at Arkansas Tech University on March 23-26. UCA won third place out of 31 teams at the tournament. In addition, UCA was recognized for being the third place team for the entire IPDA season. A press release with more specific information should be issued next week. Please take the time to congratulate these students if they are in your class.
   5. Senator Winden-Fey – Following a recent training with GradesFirst representatives, the Mid-Term Progress Report form was reworded to ask for the "Current Grade" rather than the "Anticipated Grade."  The progress report form will be expanded next year to include all freshmen and students on academic probation.
   6. Senator Burley – Hard to find documents on the web. Agrees with Dahlenburg about a searchable way.
   7. Senator Walter – Constituents are greatly concerned about HB1249 now Act 562 effects on college campuses and classrooms. CFAC Safety and Security Committee held a Q&Q forum on March 28 where General Counsel Warren Readnour and Interim Police Chief Maj. John Merguie were on hand to help faculty better understand the new law and what it means for UCA. Constituents encouraged UCA campus community to attend the Campus Talk on Tuesday, April 4, 2017, to express their concerns.

Excerpt from Arkansas Senate OKs concealed-carry limits; bans proposed for State Hospital, UAMS, collegiate sports, by [Michael R. Wickline](http://www.arkansasonline.com/staff/michael-wickline/), *Arkansas Online*, March 24, 2017

<http://www.arkansasonline.com/news/2017/mar/24/senate-oks-concealed-carry-limits-20170/?f=news-politics-legislature>

On Wednesday, March 22, 2017, Gov. Asa Hutchinson signed into law House Bill 1249 by Rep. Charlie Collins, R-Fayetteville that will allow concealed-carry permit holders to carry firearms on college campuses and in many other public buildings, including the state Capitol. But to do so, permit holders must receive up to eight hours of what Hutchinson called "enhanced training."

HB1249 is now Act 562 and will become effective Sept. 1. The new law will require the Arkansas State Police to develop rules to design a firearm training program within 120 days of that effective date. More than 220,000 Arkansans have concealed-carry permits, and state police Director Bill Bryant said he's not sure how many of them will seek the extra training.

1. Adjournment