**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-aa (2019)

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

**College of Liberal Arts:** John Parrack (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 (2017)

**Information Items:**

1. Comments – President Davis
   1. Budget – several things as we get July 1 budget together. Budgeting process that would go over multiple years. Have to prioritize positions and annualize things that should be annualized.
   2. Working with other institutions to get classified employees moved over to higher education so that the institutions can determine budget for them.
   3. Over 700 more qualified applicants to receive a foundation scholarship, which is good but also presents the challenge to have that in the budget.
   4. Equity and market – we have a rich data set. We cannot do the same on the staff side. We have some CUPA data but it is not as rich as the faculty side. All units have pleaded for more resources either due to compression issues or equity. We do want to have a good model on both sides to have an equity plan. This may be across a 3-4 year plan.
   5. Sent out information about the gun bill. As we learn more working with the AR State Police, we will keep everyone informed. We will be proactive on putting out our plan for “gun free” zones with our athletic venues.
   6. Questions:
      1. Senator Morris – 2015-1016 data on CUPA medians. Handed out the medians. We do not have a budgetary plan in place to bring faculty up to the median. It is encouraging to hear that we are working on a budgetary plan to get our faculty to these medians.
   7. President Davis – There were years where there were zero dollars from the state in Georgia but there were opportunities internally to reallocate resources and find resources.
2. Comments – Provost Runge
   1. See document on FS webpage
   2. HLC conference – three went to conference. We are now off of monitoring status and have chosen the open pathway. We can be more in control of accreditation. In four years we will go through the same review but no site visit. It will be written document. We will need to decide the project for quality assurance. We should not have a visit for another nine years unless we do something wrong.
   3. Research week – last week of classes in the spring semester before final exam week.
   4. International Engagement
   5. CLA changes
   6. Provost’s Ice Cream Social is Thursday, April 13th from 3-4:30 pm in SC 203B
3. Comments – FS President McKinzie
   1. Asked and Answered – see document on FS webpage
   2. Meeting will adjourn at 2:30
   3. Spring senator elections (Senators Duncan and Eskola)
      1. If someone resigns from FS with only a year left then the second person receiving votes during that election will fulfill the remaining year.
4. Academic Affairs – Senator McMullen, Chair
   1. Nothing major to report. We have the results of the survey, and we will be publishing our report at the next meeting.
   2. We did received the following in the response to the survey
      1. 275 faculty
      2. 82 staff
      3. 1200 students
5. Faculty Affairs I, Senator Copeland, Chair
   1. Procedural Document Report - CHARGE # 1 UPDATE: Faculty Affairs I is meeting on Thursday, April 13 in order to continue a review of the proposed revisions/updates to the Senate Bylaws and the Working Manual. As noted, 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. Athletic Reporting Update - CHARGE # 3 UPDATE: Faculty Affairs I contacted Dr. Brad Teague and Dr. Bill Bandy on Friday, April 7, 2017. 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 is finalizing our report on Charge 2:
   2. Charge 2:  Work with the Faculty Salary Review Committee (and others as deemed necessary) to review the salary for adjunct, part time and overload faculty in comparison with our peer, aspirant and Arkansas competitor institutions. By the first meeting of the Faculty Senate in March 2017, make recommendations (potentially a resolution) to the Faculty Senate as to our current policies and salaries for these types of teaching roles.
   3. We will be proposing a resolution on this issue before the April 27 meeting.

**Action Items:**

1. Minutes from the last meeting - Secretary Eskola
   1. Senator Ray moved to accept
   2. Senator Burley second
   3. Motion approved
2. Committee Updates/Appointments – VP Duncan
   1. Senator Duncan – SBAC
   2. Discussion on two candidates
   3. Senator McMullen – affiliation of the two candidates?
   4. Senator Walter – spoke in favor of Donna Bowman
   5. Senator Winden-Fey – Is Renee tenure? Yes
   6. Senator Burley – any wanting to do this twice must want to do it. It is a lot of time.
   7. Dr. Ben Rowley – While both would be excellent in their service, I think that Renee would be beneficial for the history since the committee is reforming.
   8. Renee was voted to serve
   9. SPC – Michael Gallagher by acclimation
   10. Second by Senator Eskola
   11. Professional Education Council
       1. CLA appointment
       2. Mike Rosenow was appointed to serve by FS
       3. CFAC appointment
       4. Jennifer Rospert was appointed to serve
   12. University Safety Committee
       1. Sherry Skaggs by acclimation
       2. Second by Senator Demers

**Guests:**

1. Academic Assessment Committee Report
   1. Brandon Combs – See power point presentation on FS webpage
   2. Senator Copeland – templates and rubrics if you are teaching on-line, are there ways to implement
      1. Brandon Combs– let us know if you need help. There are ways to integrate
2. Student Evaluation of Teachers Report – See report on FS webpage
   1. Brandon Combs – SMART Evals – college representation as well as students
      1. At about 65% on the evals. We need to be above 90%
      2. Senator Christman – UC was on the slide previous but is not on this slide.
      3. UC – has scored consistent as well. It was deleted off but will send updated slide.
      4. Current Affairs on course evaluations
      5. There is a difference between face to face and on-line but there is some cross over.
      6. Senator Copeland – will faculty see the responses of those who were removed due to drops?
      7. Brandon Combs – if they responded then they will but if not then their name will be removed.
   2. Moving Forward – Deans and Chairs were housed in SMART evals as well but it was an epic fail and thus we are considering changing vendors. We are looking at a variety of changes including but not limited to question set. Once a new vendor is in place, if we decide to change, they will have the questions set be a “gap” question set while this fall we survey students and faculty to ensure that we are asking the right questions. There are a lot of moving parts. This will take some time.
   3. Senator Parrack – issue of allowing students to evaluating a class at half way through the semester.
   4. Senator Winden-Fey – AU and W policy? Where are we on accepting that policy? Set the eval with the 12th week rather than the 8th week of class
   5. Senator Dilday – committee considered taking those responses that are 0 and all 5 and throwing them out?
   6. Brandon Combs – what you are talking about is backed up by literature but these surveys by design are to get the super positive or negative but we are concerned with the response rate in order to get to that point.
   7. Senator Copeland – Committee terms
   8. Brandon Combs – 2-year terms.
   9. Senator Forbush – questions sets have changed. The problem is no consistency. I would love if the question set with stay the same for at least a decade.
   10. Brandon Combs – Coming from me, we want this to take us through the next HLC visit, which will be 9-10 years away.
   11. Senator Mehta – Instrument is open now. Who decides when it opens?
   12. Brandon Combs – That has been set before I got here but that was set by committee.
3. Athletic Committee Report
   1. Dr. Bill Bandy – gave brief report of how the chair was chosen….president placed him on Athletic Committee and committee voted on chair. He then introduced Dr. Brad Teague to report on the AD plan.
4. Athletic Director Reporting Plan
   1. Dr. Brad Teague – See documents on the FS webpage
   2. Senator Duncan – Is there an item in the report that talks about how money comes in from foundation
      1. Dr. Teague - Summary – external funding
      2. Next page is under private on external funds
   3. Senator Burley – New football field in a couple of years?
      1. Dr. Teague - 2011 was when we installed, 2021 is to replace but only if we need it. It is holding up well though.
   4. Senator Parrack – tuition and fees not E&G revenue? 2.8 million dollar deficit
      1. Dr. Teague - It does go back to the university
   5. Senator Burley - Student Athletic fees go directly to you? How does SGA think about this?
      1. Dr. Teague – Yes it goes in our general budget. SGA voted last year to increase from $17 to $18.
   6. Senator Walter – Beach Volleyball, recruit more students for that?
      1. Dr. Teague – Yes we will be recruiting. She wants 14 on the roster and right now we have 10
   7. Senator Morris – Student athletes are required to rent books rather than purchase. Is there a way to work on that since some of the books are need for final comprehensive exams?
      1. Dr. Teague – just e-mail me about which books need to be purchase.
5. Faculty Handbook Committee Report
   1. No questions for Dr. Ben Rowley, Chair
6. Information Services Advisory Committee Report
   1. Chris Davis
      1. Novell will be no longer available May 8th and we will rely on Active Directory
      2. Final meeting will be at end of April and first meeting will be in September
      3. Will be working on the new strategic plan. In the next strategic plan, we want to try to streamline business practices, assist in instruction and evaluation and get campus input on what should be included. We want to be more academically focused.
      4. Senator Winden-Fey – will next plan address classroom technology and centralizing
         1. Dr. Davis – yes, we want to get the department’s feedback on the needs in the classrooms.
      5. Senator Eskola – So after May 8th will we see our speed increase when Novell drops off.
         1. Dr. Davis – Yes. It may take a few days but you should see a speed increase.
      6. Senator Parrack – will that impact the O drives?
         1. Dr. Davis – no,…it will look like it does right now.
      7. Senator Duncan- Is there a separate timeline for MACS?
         1. Dr. Davis – we will get to the Macs but it will develop after May 8th.
      8. Senator Duncan – When do we leave them on?
         1. Dr. Davis – Leave your computer on EVERY Monday night. You could leave it on every night and just log off.
      9. Senator Morris – do you put in hibernation or sleep?
         1. Dr. Davis – you can or you can just log off and turn off monitor if you want.
      10. FS President McKinzie – Trying to go a centralized computer replacement to replace older computers.
          1. Dr. Davis – we do not have a plan with that yet but we will be coming out in the fall with new plan. The active directory opened up so many options for campus.
      11. Senator Duncan – Request three separate report on the timeline, your report and preview.
      12. Davis – Can you e-mail that to me please?
7. UCA Online Policy Updates
   1. Michael Judge, UCA On-line
   2. See UCA On-line Strategic Plan on the FS webpage
   3. Michael Judge went over pages 11-13 of the strategic plan.
   4. He will be back at the next meeting to give the second part of his report.

**Other beginning at 2:15 PM**

1. Faculty announcements and concerns
   1. Senator Morris – reminder about faculty time use study will come out on April 20th. Please encourage constituents to complete the survey.
   2. Senator Winden-Fey – When are we going to plan for improvement of classroom environment?
   3. Senator Dilday - Several of my constituents have expressed concern over the upcoming loss of over fifteen percent (15%) of the current full-time faculty in the School of Communication due to the existing three-and-out policy. They note several problems that this loss creates. As I have been requested by the President of the Senate to submit these concerns in writing for inclusion in the minutes of the April 11, 2017 meeting, I will attempt, in my own voice, to convey the gist of those concerns.

First and foremost, this policy is not fair to our students. The freshman writing courses WRTG- 1310 (Introduction to College Writing) and WRTG-1320 (Advanced Writing and Research), along with COMM-1300 (Principles of Communication) are particularly affected by this loss. Experienced and competent faculty who have been vetted through the previous five semesters must now leave UCA in favor of bringing new and untested replacements onto the faculty. While some of those replacements will be able to teach competently, we recognize that some will not and, when this is discovered, they will not be renewed after the first year.

As we know, possession of a graduate degree does not necessarily confer either teaching competency or a collegial personality with whom others can work, and although those individuals will be weeded out by the end of their first year, the damage inflicted on our students, primarily freshmen, during that year will have already occurred and may be incalculable. We are all aware that one particularly bad educational experience can often deter a student from continuing on the path of institutional learning. The Faculty Senate, with the establishment of the three-and out rule, has created a situation where there will now be a massive turnover each year. As noted earlier, the loss this year will amount to 15% of the total faculty of the School of Communication. This also indicates that each fall semester in the future, many incoming freshmen will be exposed to the tutelage of untried professors, and some of those students may encounter poor teaching, be psychologically impacted by those experiences, and possibly choose to discontinue their education at UCA.

Additionally, those students affected by poor teaching who are able to continue will be handicapped by a lack of foundational knowledge, which will inhibit their success as they move on to higher-level classes, which will be more difficult for those poorly grounded in the basics. The lack of ability to communicate orally and in writing does not bode well for the various reports, essays, and term papers they will encounter as course requirements, and this points to more incremental retention loss following the end of sophomore year and through the upper-division coursework.

Another problem constituents have pointed out is that this situation arises at the same time that retention of students has become a primary concern of the State Legislature in apportioning funding for higher education. A student, who has a damaging experience due to a newly hired and unproven faculty member, especially in a first-year course, is more likely to not return for their sophomore year. Retention studies cited in recent testimony before the Faculty Senate show that this transition from freshman level to sophomore is the crucial point where most students are lost to the University.

In addition to the concerns over the adverse effects on the students and on future state funding at UCA, a third problem that manifests itself is the loss of experienced colleagues in working toward departmental, school, and college missions. To provide an example solely from the communication area, visiting assistant professor John Saunders and visiting lecturer Jana Porter have worked tirelessly on the Lower-Core Committee overseeing the Principles of Communication course for the past 2½ terms. Their contributions have been valuable and extensive and will be greatly missed by the committee when they are forced to leave the faculty at the end of this semester. This loss of experience and collegiality will also be repeated through our sister disciplines of Writing and Journalism this year and each successive year as long as this destructive policy remains in force, and the continual compulsory turnover harms the cultural fabric of our University.

Lastly, there is the effect on our reputation as an institution. The students we lose due to ineffective teaching will affect our ability to recruit. Siblings of each student lost and the children of their parents’ friends are unlikely to choose our otherwise outstanding University. The regard for our school among our peer and aspirant institutions will also suffer as the qualified faculty we are dismissing move on in their teaching lives. Those students and faculty affected will go elsewhere and recount their experiences to others, and those stories will not reflect well on us.

1. Adjournment