**ATTENDANCE:**

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

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

**College of Fine Arts and Communication:** Larry Dilday-aa (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 (2017), Taine Duncan (2018), Lynn Burley (2019)

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

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

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

**Information Items:**

1. Comments – Provost Runge
   1. HLC visit on November 14th and 15th. Please review Assurance Argument which can be found on the UCA webpage (HCL channel). Please attend the open faculty forums next week. Gave a brief history of our reviews with HLC. If we do well with this report, we will get off of monitoring status which will open up multiple pathways.
   2. Proposed computer administrator policy
      1. Go to ask and answer IIb
   3. SSRC
      1. Met Thursday, November 3
      2. Working on annual updates to enrollment management plan
      3. Meeting again this Thursday
      4. SS Challenge Scholarship – 15 students have met these requirements.
   4. AR legislative budget hearings
      1. Held November 1
      2. ADHE budget was approved as presented
      3. It will not go to the legislators
   5. AR Higher Ed board meeting
   6. Brandon Combs, Director of Assessments information
2. Comments – FS President McKinzie
   1. Asked and Answered
      1. See webpage for document
      2. Asked and still pending
         1. International Engagement – still working on communication
         2. Senator Parrack – IE website – it has been updated to say “open to the public”.
         3. Senator Gallavan – Could we have more information or update on water filters?
         4. Senator Eskola – Senator Demers and I are still working with Physical Plant to see if it is possible to put water stations in building that currently do not have them.
         5. Senator Parrack – charging stations at the HPER. The fee is really high considering what Conway Corp charges.
         6. FS President McKinzie – UCA is trying to recoup the installation cost and felt it was a fair price.
      3. Link on webpage that shows data for each college and department on tenure and rank of faculty.
   2. **Discussion Points: Handbook issues**
   * Tying Promotion to Associate Professor and Tenure: a pre-cursor to the discussion of Tenure for Senior Lecturers
     + Handbook is looking at writing language to tie the two together
     + Senator Burley – you cannot get one without the other
     + FS President McKinzie – single application for one decision.
     + Senator Bogoslavsky – What has been the concern?
     + FS President McKinzie – multiple concerns from faculty both directions. Lots of discussions.
     + Senator Walter – can we bring resolution at the next meeting?
     + FS President McKinzie – would like to have resolution a week in advance and then we discuss and vote. By November 14th.
   * 4th tenured rank
     + No resolution or discussion.
     + Senator Burley is considering writing resolutions for the 4th tenured rank or at least starting discussions.
     + Senator Isom – some feedback from individuals who have full professor. The loss of that freedom with another set of “hoops” is disturbing from someone who has just gotten through the “hoops”.
   * Three-year rule
     + Senator Walter is working on resolution
3. Update Report – Academic Affairs, Senator McMullen, Chair
   1. Nothing to report for this meeting. See previous minutes for most recent information.
   2. Looking at doing away with WP and WF. Adding a WA (withdraw administratively) for cases where a student was administratively withdrawn for multiple reasons.
   3. Move W deadline by one week. The average W date is approximately 68 days from the beginning of the semester. Right now, we are 71 days.
   4. An update before winter break so that we can think about it over break.
4. Update Report – Faculty Affairs I, Senator Copeland, Chair
   1. See full report on the Faculty Senate webpage
5. Update Report – Faculty Affairs II, Senator Spivey, Chair

*Faculty Affairs II Committee has completed the final draft of a campus-wide survey gauging faculty, staff, and students' views concerning a Monday or Thursday semester start in fall 2019.  The survey (see attachment) will be administered by UCA Institutional Research, and the implementation schedule is:   
  
Monday, November 7 - Campus-wide announcement of survey  
Thursday, November 10 - Open Survey  
Sunday, November 10 - Survey Reminder****November 23 - Close Survey***

*Results of the survey will be presented during the December Faculty Senate Meeting.*

*Encouraging all faculty/staff/students to complete survey to provide feedback.*

1. Financial Update – Secretary Eskola

FS Budget = $6,664

Account balance = $10,413

**Action Items:**

1. Minutes from the last meeting - Secretary Eskola
   1. Motion to approve minutes by Senator Copeland
   2. Second by Senator Padberg
   3. Motion to approve minutes passed
2. Committee appointment nominations – VP Duncan
   1. Replace faculty on two different committees
      1. No contest on the library committee or graduate council
      2. Senator Parrack moved to accept the nominees
      3. Senator Christman second
      4. Motion passed for library and graduate council committees
      5. Senator Demers will work on CHBS nominee for the handbook committee.
3. Unaffiliated Faculty positions on Faculty Senate
   1. Senator Christman moved to accept the resolution for unaffiliated faculty positions on Faculty Senate.
   2. Senator Bogoslavsky second the motion
   3. Discussion
      1. Senator Burley – proposed an amendment to the last paragraph that it would read two UA reps and 3 At-large*. “BE IT THEREFORE RESOLVED that the University of Central Arkansas Faculty Senate advocates for amending the Faculty Senate Constitution such that it include two (2) Unaffiliated Faculty Senator positions and three (3) At-Large Faculty Senator positions.”*
      2. Senator Forbush second
      3. Senator Winden-Fey – We were going to propose 3 but some at the table that thought it would be too many
      4. Senator Isom – agree that there should be 3 reps from UA and 3 at-large.
      5. Discussion ensued which included (1) how many Unaffiliated Faculty are full time and also not considered UCA Staff. (2) concern that we may be getting too much into the numbers of faculty representatives on Faculty Senate. (3) Concerns about changes as a new president is coming in and what changes may be made under his presidency. (4) Questions why this resolution did not start off in committee and (5) Procedural questions about how this would transition in with current faculty senate.
      6. Senator Winden-Fey did not think about the three year roll over with senators. Proposed a new amendment to the resolution to read three (3) Unaffiliated Faculty and three (3) At-large faculty. *“BE IT THEREFORE RESOLVED that the University of Central Arkansas Faculty Senate advocates for amending the Faculty Senate Constitution such that it include three (3) Unaffiliated Faculty Senator positions and three (3) At-Large Faculty Senator positions.”*
      7. Senator Isom – second the amendment to the proposal
      8. Further Discussion on the second amendment. It was brought out that this amendment would alleviate concerns about elections and procedures on terms and rolling off.
      9. Senator McMullen – moved to vote on the previous question
      10. No second
      11. Further discussion about unaffiliated faculty not having a voice on some committees/councils. Some members of Faculty Senate have worked hard to have them added to committees and councils including the Handbook committee.
      12. Senator McCalman moved to vote on the last amendment to the resolution.
      13. Senator Isom second the motion to vote on the last amendment
      14. Senator Mehta asked for clarification of the amendment
      15. Senator Forbush – last presented motion – 3 and 3
      16. Motion carries for 3 UA and 3 at-large
      17. Senator Burley moved to 3 and 0 at-large
      18. Senator Gallavan seconds
      19. Discussion by Burley
          1. Reduces the number on FS
      20. Senator Duncan – less flexible for changes that happen in the future for faculty.
      21. Senator Spivey – argument for keeping At-large faculty would give a way for people to have a voice heard when maybe faculty do not have their college reps
      22. FS President McKinzie – advantage of at-large is anonymous
      23. Senator Parrack commented that with At-large it provides a wider group of leadership for FS. It becomes a challenge if the body is smaller.
      24. Senator Copeland – the at-large fills in some gaps.
      25. Motion for 3 and 0 fails.
      26. Motion for original resolution with 3 and 3
      27. Senator Duncan asked for an explanation for what UA have in common
      28. Senator Winden-Fey – share a lot of different interest as far as salaries, budgets, travel, student engagement, and very often these groups have been left out of these conversations. Decisions were made and later someone has asked what about Honors, library, etc. We are not all same discipline but we are all faculty and benefitting from voice to be heard.
      29. Senator Parrack moved to refer resolution to Faculty Affairs I
      30. Senator Burley second the motion
      31. Senator Parrack – rationale the charge of the senate constitution is FAI and the whole thing needs to be looked at one time. It needs to be brought from a smaller body to the larger body of FS.
      32. Senator Forbush – committees that are directed by the senate; opportunity to give direction to the committees so that they do not do all the work.
      33. Motion passed and the resolution will move to Faculty Affairs I committee and brought back to the FS with all of the handbook changes.
4. Selection of Internal Department Chairs
   1. Senator Burley moved to accept resolution to establish procedures for hiring an internal chair
   2. Senator Parrack second motion
   3. Senator Burley – (author of the resolution) It is a common practice across campus that faculty come together to recommend an internal chair. This resolution seeks to make it more systematic for establishing an internal chair.
   4. Discussion ensued both for and against the resolution. Arguments for included that when hiring an internal chair, faculty should be able to make the decision who would be their department chair since the chair works closely with the faculty. Supporters believe that since they work closely with the chair that they should have a greater say in the hiring of an internal chair. There needs to be a procedure or process for hiring an internal chair. Argument against the resolution included that it would create a conflict of interest. In any external search, the faculty is able to have input or give feedback to the dean and provost but they do not get to choose the department chair. This could create some animosity among faculty in a department.
   5. Senator Eskola moved to table resolution
   6. Senator Morris second the motion
   7. Motion carried

**Guests**

1. Employee Benefits Advisory Committee Report
   1. Moved to December 6th
2. UCA Presidential Search Update
   1. Dr. Houston Davis
   2. BOT is trying to finalize start date
3. Child Care Study Committee Report
   1. See report on web page
4. Faculty & Staff Giving Campaign
   1. See brochure/information on webpage
   2. Planned giving
5. UCA Big Event
   1. Sponsoring the Big Event
   2. Job applications for the event will be out around the 2nd week of spring semester
   3. See UCA webpage how you can sponsor the event or volunteer for the event
6. Honors College Faculty Status
   1. Lacy Lyons – Honors Council
   2. See power point on webpage
   3. Senator Isom – Really appreciate the work of the Honor’s Council
   4. Senator Forbush is drafting a resolution for the next Faculty Senate meeting.

**Other:**

1. Faculty announcements and concerns
   1. LGBT+ Faculty/Staff Affinity-Resource Group Reception
      1. Wednesday, November 16th from 3:00-4:30 pm in Student Center Room 225
   2. HLC Visiting Team will be on UCA campus on November 14-15. Open forums are scheduled as follows, all on Monday:

Faculty Open Forum, Student Center 205, 1:45 – 2:45 pm

Staff Open Forum, Student Center 215, 1:45 – 2:45 pm

Student Open Forum, Student Center 215, 3:15 – 4:15 p.m.

All the currently scheduled meetings are listed in the "base schedule" published at <http://uca.edu/go/hlc-task>.

* 1. Gregoria Luke – The vision of Octavio Paz: From the Past to the Future. Wednesday, November 16th from 7:00 – 8:30 pm at Reynolds Performance Hall. Free and Open to the Public.
  2. As a new faculty person, I do have a concern about the $100,000 salary increase for our new president.  While I certainly understand how the marketplace works within the hiring process, I have to wonder what message we are sending to faculty when the new president's compensation package is equal to (or more than) seven times what UCA paid many of our new faculty this academic year.

When I was undergoing the negotiation process, I was told there was no room in the budget for any additional compensation than what I was originally offered.  Now, only a few months later, there is a dramatic increase in the President's salary. While I am sure he is a fantastic choice, I wonder how he can produce work and benefits to the campus that would equal more than the work of seven assistant professors.  It makes me question whether UCA values teaching and the hiring/retention of quality faculty or if it values administration more.

As we discussed earlier, the benefits here at UCA are substantially less than my previous university (access to approximately $350,000 less life insurance and lower pay for tenure-track responsibilities than for just teaching).  In comparison, UCA also has less holidays, shorter breaks, less pay for teaching online courses, less pay for teaching overload, and dramatically less pay for teaching summer classes over a longer time period.  The recent move towards being self-insured is also a concern because I have worked at several institutions who made that choice and it was never a good thing for the employees.

I do believe that UCA is an amazing institution.  Its strength is in the collaborative spirit and the positive work environment.  I am looking forward to the vision of our new president and how he can help continue to move our university in a positive direction.  There are many dedicated individuals who work here at UCA at all levels.  However, I am concerned about the commitment to faculty development and pay scales.

1. Please see asked and answer by the Faculty Senate President for concerns that have been addressed.
2. Adjournment