**ATTENDANCE:**

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

**College of Education:** Wendy Rickman-a (2017), Nancy P. Gallavan-a (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-a (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-aa (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 – Provost Runge designee, Kurt Boniecki
   1. See comments on webpage
   2. Should hear from HLC in 4-6 weeks. Should receive final report in late spring.
   3. Adcock Endowment
   4. BOT meeting scheduled on December 9th
   5. State reps will be touring Conway Corporation Center for Sciences on December 12th.
2. Comments – President McKinzie
   1. Asked and Answered – see webpage
   2. Discussion on a compensated renewable specialty rank (University Professor) for productivity.
   3. Mumps vaccine – current incubation period would be over on December 10th. Students would be able to come back on the 10th unless there is another outbreak.
      1. Our healthcare will cover a booster for faculty and staff.
3. Academic Affairs, Senator McMullen, Chair
   1. No further report at this time.
   2. Withdrawal policy change: January 10th
4. Faculty Affairs I, Senator Copeland, Chair
   1. Faculty Affairs I has been reviewing Charge # 1 on making recommendations for updates/changes to Faculty Senate procedural documents. Another meeting is scheduled Tuesday, November 29, 2016 to further address specific points in the stated the Charge.
   2. Procedural document changes: December 6th
   3. Reoccurring Athletic Committee report: February 23rd
5. Faculty Affairs II, Senator Spivey, Chair
   1. Faculty Affairs II Committee is awaiting the results of the campus-wide Monday-Thursday Semester Start Survey from UCA Institutional Research. The online survey will close at 4:30 P.M. on Wednesday, November 23. The committee will need to meet before the December Faculty Senate meeting to discuss the survey results and, perhaps, prepare a proposed resolution.
   2. Committee will need to meet on December 2nd
   3. Thursday/Monday start: December 6th
   4. Salary review: March 14th
6. Financial Update – Secretary Eskola
   1. No change from previous minutes.

**Action Items:**

1. Minutes from the last meeting - Secretary Eskola
   1. Motion to accept minutes from November 8th meeting by Senator Ray
   2. Senator Burley second the motion
   3. Motion to approve minutes carries
2. Resolution(s) on 3-year rule
   1. Clarification between the two resolutions
   2. Senator Walter moves to bring resolution 2 to the table
   3. Senator Dahlenburg second
   4. Discussion
      1. Senator Dilday move to amend the motion to new language used in new motion
      2. Senator Walter second
      3. Differences between original motion and new language in amended motion.
      4. Difference one is the addition of the third whereas after indention.
      5. 5th and 6th Whereas and the 7th paragraph
      6. Discussion ensued about the logistics of the three and out rule. Several senators spoke for and against the resolution. The resolution asked to change the wording of the handbook to exclude the three year limitation and give flexibility to department chairs to keep visiting faculty longer than three years. One consideration is the seven year rule in the handbook which gives faculty protection after they have been at the university for seven years. One faculty member recommended that if a faculty were still here at the seven year mark then they would be converted to a permanent faculty line. One issue that was brought out with this was the budget and that there may not be money for the permanent position.

There were financial questions that arose and it was explained that visiting faculty are brought in, most of the time, at a lower salary than a permanent line. Their salary also does not go into the base budget but once it is a permanent line, the salary has to go into the base budget.

It was also clarified that we would be sending this resolution, if it passes, to the Handbook committee. It would then come back with the other recommended changes and the Faculty Senate would recommend changes, if approved by FS, to the BOT. Then they would have to approve it before it went into effect. If we do away with the three year visiting professor, permanent positions would go into the base of departments would hire adjunct faculty. In summary, it is doing away with the visiting positions if you remove the three year term then there is no reason to have visiting faculty. It would either be permanent or adjunct.

Arguments for the resolution – 1) allowed chairs to have flexibility on how long to keep visiting instructors; 2) retention of good faculty members; and, 3) consistency with students.

Arguments against the resolution – 1) would nullify the position of visiting faculty; 2) permanent faculty lines would not be granted due to budgets and therefore departments would have to hire adjunct faculty; 3) the three year and out rule has been effective in bringing the issue to administration and some permanent positions have been created.

* 1. Motion passes on the substituted language for the first resolution
  2. Discussion on this substituted resolution was brief and same points as in discussion about accepting the substituted amendment.
     1. Senator Christman call the question
     2. Question has been called
     3. Resolution failed to pass through the Faculty Senate

1. Senator Winden-Fey – Moved that this body respectfully request a report on enrollment and instructional trends that demonstrate courses taught by rank and by departments and schools in CFAC since 2009 to present by February 1, 2017.
   1. Senator Burley second
   2. Senator Dilday and Dean Wright stated that all effected programs are in the School of Communication.
   3. Senator Christman – may be good to do the entire college just so we can see the disciplines
   4. Senator Walter – clarified that we wanted 2009 until the most recent data.
   5. Senator Burley stated that the 3 year and out rule came because of the writing department.
   6. Senator Eskola called the question
   7. Question is called
   8. Motion passes

**Guests**

1. UCA Online & CTE presents: Blackboard Shell
   1. Michael Judge, Director of On-line Learning and Amy Hawkins
   2. Update on UCA Online – Looking at UCA online interface. Faculty have been involved with the interface with the same design and consistency for our students. They are currently taking feedback from faculty about the blackboard interface. They now have a new interface through feedback. They have a short video about the interface for faculty. Providing UCA branded interface to provide consistency for students.
   3. Dr. Boniecki – Trying to make the on-line and face to face to be consistent so that if a student is taking both, the blackboard shells look the same. They are wanting to create a UCA default shell. They are asking for feedback on the UCA default shell from faculty.
   4. Senator Duncan – Will the app default back to Blackboard shell?
   5. No it will be the same as on a computer. HCL was impressed with how far the on-line program has come and the quality of the program.
   6. Senator Winden-Fey – Will there be Blackboard training?
   7. Amy Hawkins – Yes there will be training for Blackboard. More information will be coming to faculty.
   8. They are looking at proposing a new policy for distance learning about protecting intellectual property.
2. Child Care Survey Results
   1. Jamie Dallas – Director of Child Study Center
   2. Committee has met for several semesters. Committee was made of independent people, faculty, staff and SGA.
   3. Table discussions until new university president has started
   4. Did send survey to faculty, staff and students. Results were posted on Faculty Senate webpage.

**Other:**

1. Committee Updates – VP Duncan
   1. Requesting short monthly reports from all university committees to be added to the minutes.
   2. Bias Incident Reporting form
2. Faculty announcements and concerns
   1. I just wanted to let you all know how much I appreciate all you are doing on the faculty senate.  I was on it several years ago and I know it can be very time consuming.  I actually do read the minutes and other things that are posted and after reading a faculty concern that was recently expressed, I felt like I also needed to comment.

I have taught at UCA on and off since 1984 - full and part time.  My last full time appointment began in 1999 (I think).  I've never made very much money and have always been ok with that. To tell you the truth, at my age money isn't really as important to me as enjoying what I do and having some sense that its appreciated.  I know I'm not alone in this.  Many across campus work for very little pay.  We are continually told after this happens or that happens, there will be something for us.  This or that never seems to pan out and we're asked to be happy with a little $500 onetime bonus or a 1 - 2% cost of living raise.  There have been times that my paycheck was actually less after the "raise".  I'm at the point where I realize it’s just an excuse. The bottom line is that certain people are not valued on this campus.  For UCA to hire a man who has never been an official university president before, pay him a massive salary plus other perks but because what was offered wasn't enough for him, they dipped into "Foundation" money to make it worth his while.  That attitude should've immediately excluded anyone from consideration.  But it also indicates an "elitist" culture (if I can borrow that word) that tells us what administrators do is much more important and valued more than the work other employees do to make this campus work.  That attitude has been demonstrated numerous times by the hiring of associate and assistant VPs for various things brought in with high salaries.  I've gotten to the point where I view this as an insult.

We were recently talking about the value of having a college degree in my FYS class and by a show of hands the class indicated that the majority of them would not work for less than $60,000 when they get out of school.  (Poor things.)  I would be embarrassed for them to know my salary with 20+ years on the job.  According to the Conway school district website, a teacher with a master’s degree with 20 years of experience makes over $61,000.  My 1st grade teacher daughter who has a BSE and 10 years of teaching experience makes more than I do.  Forget similar regional universities, surely a state university could at least keep their salaries close to those of a local school district.

The faculty senate is our only voice.  While I'm thrilled to have better water dispensers on campus, it seems like that could be a job for the new wellness coordinator. Surely I'm not alone in these feelings, but if I am, I'll shut up and just keep teaching my classes.

* 1. Senator Morris – Continue to meet with the task force to look at workloads.
  2. Senator Burley – Will there be a separate evaluation for on-line students?
     1. Dr. Boniecki– Michael Judge has come up with some other ideas about on-line instructor evaluations.
  3. Senator Dilday – We received top billing on the top of the programming and the shirt. Report on Veteran’s Day. Used to buy t-shirts for the Veteran’s Day celebration.
  4. While I am hopeful about the new efforts to examine faculty load and supportive of those efforts, I worry that changes in this direction might ensue that will cause destructive competition among faculty at different levels in their career.  Let’s take my college and my program, for example.  I teach in a graduate program at UCA with a 4/4 load (note, nationally and at peer institutions, the load for this program is 3/3).  Graduate faculty of these programs nationally are *required* to produce books (our faculty have published 30).  So, in applying for reduced workload for research, we could all argue that we are all working on and expect to publish books and on this basis, each of us in our department *should* have a course reduction.  Would such a situation for an entire department be tenable? Another problem I anticipate is this:  will a tenured full professor’s request for a course release to complete the next book (I am completing two on contract this year) be rejected against the request of an assistant professor or associate professor’s request to do the same (even though all of us are required to do this kind of publishing in order to support a viable graduate program) because the junior faculty have not been fully promoted yet? Or, conversely, will an extremely productive full professor monopolize resources under the new workload guidelines, preventing other faculty from getting ahead?  In my college, full professors are expected to “back off,” and let other junior faculty have the lion’s share of these resources.  While I agree with this in principle and spend a great deal of my own time mentoring and supporting junior faculty both on campus and nationally, it leaves full professors (who have labored hard to get to this point in this careers and don’t intend to suddenly slack off or drop their projects) working 60-80 plus hours a week with no hope of relief in sight.  The fourth level of professorship allows a relief valve—it allows someone who has reached full professor status and then some—time and support if they wish to continue the ongoing national and international work that has led to the level they have attained, a level which supports scholarship and teaching in their program and reflects extremely well on the university while at the same time, taking these professors out of competition for resources with assistant and associate professors who also very much need them.

While grants are another option—I have brought in hundreds of thousands of dollars in external funding in my career—they are often not available to faculty in the humanities at the same level as they are in other fields such as the sciences.  And even when they are, as in my case, while they brought money to the university, they actually did not directly pay for course releases.

Of course, conditions vary for faculty across the campus in different disciplines.  I just wanted to give you the perspective of faculty in the humanities and fine arts on this fourth level, which may be one viable solution to a multifaceted problem.

1. **Adjournment**