

MINUTES
UCA Faculty Senate
September 27, 2012
Wingo 315, 12:45 pm

College of Business Administration: Don Bradley (2013) *aa*, Jim Downey (2014), Kaye McKinzie (2015)

College of Liberal Arts : Jay Ruud (2013), Clayton Crockett (2014), Jacob Held (2015)

College of Education: Janet Filer (2013), Shoudong Feng (2014), Cheryl Wiedmaier (2015)

College of Natural Sciences & Mathematics: George Bratton (2015), Ben Rowley (2013), Charles Watson (2014)

College of Fine Arts & Communications: Kevin Browne (2013), Lanette Grate (2014), Garry Craig Powell (2015)

College of Health & Behavioral Sciences: K.C. Poole (2015) Lisa Ray (2013), Melissa Shock (2014),

At-Large Senators: Debbie Bratton (UC, 2015), Janet Wilson (CLA, 2013), Amber Wilson (Library, 2013), Brian Bolter (CHBS, 2014), Doug Isanhart (CB, 2014), Art Lichtenstein (LIB 2015),

I. Approval of Minutes from September 11, 2012 (see attached)

Motion, Senator Bolter, Second, Senator Isanhart. Unanimously approved.

II. Remarks, President Tom Courtway

Greek Village: Contract to architectural firm \$294,000 for planning and consulting. Meeting with constituency groups around campus. There will be focus groups if the Board wants to explore the process. UCA purchased Sigma Nu property on Donaghey with the understanding that they wouldn't built until Greek Village was considered.

Senator Filer, questioned the sign at Dave Ward and Farris. President Meadors put that sign up. The area it marks is outside the Nature Preserve. The area down Western was rejected in anticipation of academic growth down that street.

Senator Powell, questioned the appropriate use of money earmarked for Greek Village. President Courtway said no money earmarked. Senator Powell, what is the point of a study. President Courtway, said first you study then you raise money. Senator Powell expressed concern for other building priorities, such as Science Bldg. and Snow Fine Arts.

Senator Rowley, wants clarification regarding \$294,000. Where did the money come from? Housing. President Courtway, the fee is appropriate for the type of design and consulting they are doing. It is a percentage of the project.

Senator Bolter, the Greek buildings would be supported by the Greeks.

An enthusiastic discussion ensued.

III. Remarks, Interim Provost Steve Runge

Regarding questions from college meetings.

A common thread is distribution of funds. See attachment.

\$161,678,281 budgeted. We have to stay within that budget. 57.38% is salary. 18.14% M & O. The balance pays for everything else. Our fulltime faculty has gone up over the years, part time faculty has remained flat. FTE has steadily gone down.

Will salary savings pay for raises? No. There is not a pot of money out there to use for raises.

University College needs an operating budget. UC faculty are spending their own money. They have an M & O budget of approximately \$8,000. Make the request in the Spring when budgets are being created.

Teaching Load, equity and parity across colleges. Teaching load survey to be conducted across campus. Provost can't answer it until he sees data.

Service activities can be overwhelming, SOAR, etc. Understood. Some of these are for recruiting, some are federally mandated (emergency management for example, campus evacuation plan).

Release time needed for assessment activities. It's hard to answer, unclear as to what type of assessment the questioner is referring to.

Travel: What happened to travel money we heard about in the past. The distribution of summer revenue that happened the last two years. Summer school was down 10% this past year, we are going to fund part of what we had (approx \$200,000). It will be distributed next week.

Why is travel reimbursement for mileage lower than state amounts? VP Newton answered. The state mileage rate is .48, Federal .51, ours is lower as a cost saving measure put into place in 2007 or 2008. It has never been brought back up.

Travel requests are more difficult and could be simplified. We must meet state requirements. VP Newton said we could look into specific problems. Senator Powell, a faculty member had to make own travel arrangements. VP Newton said there is a process for getting reimbursed. POINT OF INFORMATION: Senator Isanhart, travel increased in 2009-2010. Senator G. Bratton, President Meadors put money into travel during that period.

Senator Crockett, will the distribution of summer revenue continue in the future.

Senator A. Wilson, how is the money distributed if you are not in a college? If you aren't in a college, it doesn't go to you.

Hiring and employment policies and practices: Speed of PAF processing is ridiculous. Yes, it is too slow. It is still paper based therefore it is slow. We are attempting to turn things around in that area.

Instructor positions in Library faculty keep them from ever advancing. We are in the process of pulling a report on instructors across campus to find out how many we have to really address this. Instructor doesn't have a career path. Clinical Instructor and Lecturer do.

Librarians are 12 month, salaries reflective of 9 month. We hope to get equity, etc. soon.

Fee transparency. Why are they not coming back to the departments. Some do and don't. In a perfect world they would all return. Historically some of those fees have been absorbed into E & G. College of Business fee designed to pay some of the higher salaries in that department. Technology fee, large percentage goes to pay our annual cost for Banner, the technology we refresh every year. Our annual fee to connect to the internet.

Senator Lichtenstein, for every student who enrolls how much into budget? VP Newton: \$7332.10 from tuition and fees.

IV. Dr. Nancy Reese on SPARC and the Strategic Planning and Budgeting Process (see attached)

The committee ensures that the plan and the budget are compatible. SPARC annual report will be out Monday. Some changes made to objectives to deal with financial issues facing the University. Those changes are attached.

A summary of the changes:

Consolidate Goals 2 and 3 from the 2011-2016 Strategic Plan into a single Goal 2 for 2012-2017,

Add a new Goal 3 and four new objectives for 2012-2017 addressing fiscal issues of the university, and (Develop And Manage The Fiscal Resources Necessary To Provide Ongoing Support For The University's Mission And Strategic Plan.) Dollar amounts from UCA foundation and Sponsored programs.

Move Initiative 3 under Goal 3 from the 2011-2016 Plan to become Objective B under Goal 6 for the 2012-2017 Plan.

V. V. P. Finance and Administration Diane Newton

A. Response to concerns
Preparing a written response.

VI. Dr. Conrad Shumaker

A. Response to Concerns
Schedule for approval looks optimistic. Need for faculty input. Gen Ed council working with all due dispatch to get faculty input.

All members of the Gen Ed council are elected. Task force members were not hand picked. Most of them were either just off Gen Ed council or rolling off quickly.

Concern that Gen Ed courses taught by GAs. Gen Ed council has no control over that. Expressed concern to Provost.

Senator Held: Concerns re: timeline. What does the council see as it's duty re: task force proposal? Up or down vote? Revisions? Dr. Shumaker, to get the feedback, make revisions.

Senator Powell: Concern that writing courses could be taught by any department. Dr. Shumaker shares the concern. Those courses will be assessed, faculty will be trained.

Senator Bolter: What is the process for eliminating courses? The documentation for Oral Comm is 20 years old. DR. Shumaker: Oral Comm consistent with University mission.

An enthusiastic discussion ensued re: diversity being assessed in the Humanities portion of the curriculum.

VII. President's report

A. Part-Time Senator Election

Taking place this week, yesterday and today. Tomorrow final day.

B. Graduate Council Annual Report (see attached)

Motion to accept. Senator Bolter moved, Senator G. Bratton second. 1 Abstention, 18 in favor.

VIII. Senate Committee Reports

A. Committee on Committees

1. Appointments and Nominations (see attached)

Senator G. Bratton moved for acceptance, second Senator Bolter. Unanimously accepted.

Requested suspension of rules, Senator G. Bratton, Senator Bolter, second. Dr. Walker of Physics department resigned from University advisory comm.. (meeting times were a problem) Dr. Candace Barnes of College of Education has agreed to serve. She is nominated. Motion to accept. Senator G. Bratton, second Senator Rowley.

A. Executive Committee

1. Overview of Faculty Concerns (see attached)

2. Required Action from HLC report

B. Committee Charges

1. Faculty Salary Review Committee Charges:

a. Building on the work done last year, investigate and make recommendations with the goal of putting regular cost-of-living adjustments (COLA's) and solutions to the problems of equity, compression, and merit into the strategic plan.

b. Investigate and make recommendations for salary increases in the 2013-2014 academic year. Send recommendation to Budget Advisory Committee by October 26, 2012.

2. Faculty Affairs I

Charge: Investigate and make recommendations to facilitate campus wide forums to discuss Board Policy 202 and the President Search Process.

3. Faculty Affairs II

Charge: Study and report on funding and expenditures of the Athletic Program. Investigate and make recommendations regarding the feasibility and desirability of returning to Division II.

4. Academic Affairs

Charges:

a. Re-administer the Shared Governance and Communication Survey. Review and improve survey if required.

b. Investigate concern regarding Main Hall's status as an academic building, and the distractions caused by construction activities and the use of Ida Waldren.

5. Traffic and Parking Committee Charges:

a. Investigate the feasibility and desirability of making faculty-staff parking spots 24/7.

b. Investigate the possibility of designating more visitor spots, more widely distributed across campus.

c. Investigate and make recommendations regarding the installation of "You are Here" maps, and giving an identity to each parking lot.

d. Investigate a response to the following concern: Why did parking fees increase? Can money taken out be pre-tax? Is this a parking or security fee?

IX. Announcements and Concerns

A. Next meeting: October 9 at 12:45 in Wingo Hall

B. Other Announcements and Concerns

Senator Bolter: Online voting for faculty senate election. Why can't we have it?

Senator Feng: What has University diversity comm. done? It has just been formed. It has not met. President Browne, send those concerns to him.

Senator Isanhart, we don't spend enough time on retaining students. Provost Runge, meeting with students this afternoon to discuss.

Senator Ruud:

Over the weekend, I received an e-mail send from the Provost's office for Dr. Nancy Reese asking various bodies on campus to review proposed changes to UCA's Strategic Plan. I received that e-mail, I believe, because I meet with a group of chairs and program directors that is being referred to as the Academic Council.

This Council, as you know, was previously denied an official role in university governance by the Faculty Senate, yet it is being asked on a continual basis for opinions and insight as if it is a body with official status. Persons come to the Council on a regular basis to present information for its consideration. These persons appear to recognized the important role the Academic Council can have at UCA. The Faculty Senate should as well.

If the Academic Council is going to be asked to consider important matters pertaining to the university, then there is no reason for the Faculty Senate to continue to deny it from being recognized as an official body that can share in the governance of UCA.

I encourage you, as Faculty Senators, to once again recommend to the full Senate that the Academic Council be officially recognized as a standing Council that has every right to participate in the governance of UCA.

Family leave for students needs to be addressed for new children etc. Students need to be able to take leave without losing scholarship.

Senator Grate:

CFAC Faculty Concerns Sept. 27, 2012

1. In regard to money from the Purple Circle supporters group being used to fund athletic salaries. The Purple Circle money is not private money because it is overseen by UCA thus it is institutional money which should be overseen by the board. Furthermore, if Purple Circle money is overseen by the UCA Foundation account then these funds can not be used to pay anyone who works at UCA. Would the Faculty Senate please investigate this.
2. If Purple Circle money is now being used to pay athletic salaries, then where is the money for athletic program costs coming from? Would the Faculty Senate please look into this.
3. Please communicate that giving bonuses and raises to athletic personnel is disastrous for morale at a time when we are all making great sacrifices; when we are constantly told there is not enough money for cola, for academic programs, for travel that faculty members must take.
4. The administration simply must understand the effects of decisions like this (raises and bonuses for athletics) when their faculty and staff are struggling every day in very real ways to keep this University running on fumes. I would argue that it is the faculty and not the coaching staff that gets this university well ranked in *US New and World Reports* every year, that makes the cover of the *Chronicle of Higher Ed*, that wins national awards. Decisions like these demonstrate exactly how our sacrifices and contributions are valued and deal a very heavy blow.
5. Isn't it great that Tom Courtway is our president? He's really going to TAKE GOOD CARE of faculty and LISTEN TO OUR CONCERNS. It WON'T BE THE SAME as before. Not like under Lu Hardin where sports coaches got secret raises while faculty were told there wasn't money enough for what they needed. No, we are in a BRAND NEW DAY!

Senator Shock:

1. Faculty Senate meeting agenda

Could future meeting agendas be e-mailed or posted online in a timely manner for faculty?

2. Academic Integrity Policy

Background: In the UCA Student Handbook starting on pg 40, the Academic Integrity Policy (UCA BOT policy 709) states, "The Divisions of Academic Affairs and Student Services will conduct an academic integrity seminar during new student orientation for freshmen, transfer, and graduate students each fall semester. Beginning in the fall 2010, first-year freshman students will be required to participate in the seminar. Other seminars, including an online version related to academic integrity, will be made available to faculty, students, and staff from time to time each year."

Also, in the Penalties section of the policy, it refers to a "compulsory Academic Integrity Workshop".

Questions/Concerns: Are the mandatory seminars for freshman occurring? Does the online version of the seminar exist and is it being advertised to faculty and staff? Does the "compulsory Academic Integrity Workshop" exist? I suspect the answer to much or all of this is NO. I have a graduate student advisee who needs to take the Academic Integrity Workshop. I have thoroughly searched online and cannot find helpful information. In fact, the link: <http://uca.edu/integrity/> (which is on the A-Z list and on the Academic Affairs homepage) does not work. I have alerted UCA Web Development 2X in the last 6 weeks that the link does not work. The only response I received was that they (WebDev) were having difficulty identifying who (what office or person) was in charge of managing that webpage (meaning <http://uca.edu/integrity/>).

I call Student Services with my questions and they refer me to Registrar. Registrar's Office says the workshop does not exist. My dept chair is awaiting a response from Ms. Laura Young in Academic Affairs about these issues.

While this may be a result of poor performance and leadership under a different academic administration, these issues need to be resolved. Perhaps the existing academic integrity & discipline committee could assist or monitor the situation:

<http://uca.edu/committees/academic-integrity-and-discipline-committee/>

3. Publicity

My concern centers around the publicity that UCA has been receiving in the Arkansas Democrat Gazette. I am bothered by the way that UCA Faculty have been portrayed in these articles.

Specifically, when I hear things like it's not fair that athletic coaches received raises and faculty didn't. Or when I hear discussion about the sad state of the dorms on campus or the business college not having the software it needs. I don't think these comments reflect well on our faculty or university, and I have heard non-UCA people in the community question whether UCA is really a place they want to send their college-age children when faculty are disgruntled and facilities are insufficiently maintained.

These articles really have me wondering about what approach or policy we have as faculty about how/when/why we should talk to the press. Do we have an "approach" or policy? Obviously freedom of speech is an important part of our society and our university life, however, I am afraid of us shooting ourselves in the foot when we are not systematic in the way we represent our views and the state of things on our campus in the media. I know that every college campus has its problems, but I rarely see from other state institutions being as vocal as ours are.

4. Athletic parking (dated 9/24/12)

Faculty/staff parking is getting harder to come by even though faculty/staff numbers are increasing. At the Farris Center, there are a few faculty/staff spots behind Farris and the parking lot next to the football stadium. We share these with a large number of other buildings such as Lewis Science Center, P.T., Doyne, etc. And since Bear Hall opened, ore students are using the student parking next to Farris which we used to have as a backup. Needless to say, parking has become significantly more difficult for faculty over here. There are many days where there is not a spot to park (coupled with students parking where they shouldn't). Last Thursday I pulled in to the Estes lot and two spaces had signs saying reserved for athletic dept 24 hours! It's not even next to the stadium but the two spots are the furthest from Estes in the lot. This is a slap in the face. They are staff just like the rest of us. How can they just take up two spots, and not even use them half the time? Why didn't they take the two spots in the student lot right next to the stadium? Why are they getting preferential treatment? Without faculty there is no class which means no students which means no athletics. This was not even brought before the faculty/staff to discuss, they just took the spots. I realize this may seem silly but 1) we have a crunch on parking as it is and 2) it is further insult to faculty/staff from athletics and the admin.

Is there anything we can do about it? Who do we raise sand with?

Thank you for your time and sorry for the rant style email. I'm just sick of the disrespect. They already interrupt our classes and give no thought to our students. Not to mention we are all overworked and underpaid as it is. In light of what the president said at the outset of the year about the faculty this would seem to be a direct contradiction. To be honest, with the way we are treated here, I am starting to weigh options. I'm young and my wife would like to move closer

to family. Not sure how much longer I want to take it on the chin despite how much I love my dept., students, and Arkansas.

5. Role of the faculty

I would like for the senate to review the expected role of the faculty.

First, we are required to teach many courses each year and it varies between departments as to this load.

Second, we are expected to publish in “tier one” journals in order to be promoted. A few faculty members are in doctorate-granting departments and have reduced teaching loads and graduate assistants to assist with research and publishing. However, the majority of faculty members are assigned to teach without released time for research yet are expected to publish (and, in the BEST journals, of course!).

Third, we are frequently asked to help with student organizations in the departments, assist with SOAR, Bear Facts Day, etc.

What should be **my** top priority? Thank you!

Senator Rowley: Get your flu shot!!

X. Adjournment

Moved Senator Bolter, Second Senator Rowley.