

**UCA Faculty Senate Minutes of Tuesday, December 7th, 2010, Wingo 315, 12:45 pm**

Members Present (/a: absent; /aa: absent advised)

- Business Administration: Bartczak/a, Bradley, Moore/a.
- Education: Albritton/aa, Copeland, Hebert.
- Fine Arts And Communication: Browne, President Burley, Castner Post.
- Health And Behavioral Sciences: Fletcher/aa, Poole, Ray.
- Liberal Arts: Arnold, Parrack, Spivey/a.
- Natural Sciences And Mathematics: BrattonG, Isom, Rowley/a.
- At-Large Senators: Acre, BrattonD, Jones/aa, Lichtenstein, WilsonA., WilsonJ.
- Senator For Part-Time Faculty: RungeN.
- Office Of The Provost: Provost Grahn.

**I. Approval of Minutes from October 28, 2010.**

MOTION to approve: Hebert, Copeland.

MOTION approved.

**II. Approval of Minutes from November 9, 2010.**

MOTION to approve: Copeland, Hebert.

Parrack: Correct minutes to show Parrack as absent/aa at 11/09/12 meeting.

Parrack: With regard to the resolutions from the Academic Council that President Burley presented on behalf of Provost Grahn at the 11/09/10 meeting, it should be noted that the Academic Council is an ad hoc advisory body and does not have constitutional standing. As such, their discussions should be viewed as non-binding information items.

Provost Grahn: Change III, Provost's Remarks, fifth bullet to read, "Keep in mind that the amount of money UCA receives from the State of Arkansas is not increasing; therefore, a new program in one area will most likely have to mean reduced spending in another area."

RungeN: Correct minutes to show RungeN as absent/aa at 11/09/12 meeting.

MOTION approved with one abstention.

[President Meadors not present ; no remarks.]

**III. Remarks, Provost Lance Grahn**

Provost Grahn: On behalf of the Office of the Provost and the Office of the President, thank you for a wonderful semester and for great work with your students and in your disciplines.

Provost Grahn: The 2010-2011 faculty pay raise will be begin to show up on the 12/15/10 paycheck. Please note that the 07/01/2011 paycheck may appear to reflect a salary decrease because the retroactive pay from the first half of fiscal year 2010-2011 will have ended by then.

BrattonD: Could the retroactive pay be awarded as a lump sum?

Provost Grahn: It's too late to make that change now. That option was considered but ultimately not adopted in order to lessen the tax liability on the retroactive portion of the pay raise.

Bradley: How much is the 2010-2011 raise?

Provost Grahn: 2.25%.

Bradley: Is merit pay available?

Provost Grahn: No, this is just a cost of living increase.

Bradley: Will faculty receive a salary letter?

Provost Grahn: We can send them.

RungeN: One of my constituents asked why there no raises for part time faculty. [asks that constituent's email be inserted into the "Announcements and Concerns" section of the minutes]

Provost Grahn: I will check.

Hebert: Some faculty in the College of Education were informed by their dean that they would receive an equity raise.

Provost Grahn: I will check into this.

(continued discussion: Parrack, Bradley, BrattonG, Lichtenstein, Provost Grahn)

Provost Grahn: One hundred plus additional Chinese students will be here for the spring 2011 semester.

Provost Grahn: The master planning exercise is about to enter the public stage.

Provost Grahn: This Friday, there will be a groundbreaking ceremony for the new Bear Hall.

Provost Grahn: Deans and others will meet tomorrow to discuss residential colleges.

#### **IV. President's Report**

##### **A. Information Items**

President Burley: 1) The Faculty Handbook Committee is close to making a recommendation regarding the status of Residential Masters. 2) The University College Task Force has started

deliberations. 3) The Instructor Evaluations Sub-Committee is at work and planning a presentation for Spring 2011.

Caster Post: We are looking into the possibility of a phone app for evaluations.

**B. Charge to Fringe Benefits Advisory Committee:** Determine the feasibility of restoring retiree health benefits that were abolished in January 2009 to UCA employees who have worked here full-time for 25 years or more. (see attached email) [from Dr. Sondra Gordy]

Bradley: This has been promised for a long time. Both life insurance and health insurance were taken away, and I hope they are re-instated.

## **V. Committee Reports**

### **A. Executive Committee**

President Burley: No additional information.

### **B. Committee on Committees**

Nomination of Monika Alston-Miller to the Retention Committee (replacement term of 3 years)

MOTION to approve; WilsonJ, Bradley.

MOTION approved.

### **C. Academic Affairs**

Castner Post: no report.

### **D. Faculty Affairs I**

[Fletcher] no report.

### **E. Faculty Affairs II**

Ray: We will be conducting a survey about whether there should be a process established to have department chairs change on a rotating basis.

Bradley: We might also want to consider the question of term limits for deans.

Parrack: To whom will the survey be addressed?

Ray: This question was not addressed in the committee's charge, but we are thinking that it will be addressed to all faculty.

## **VI. Announcements and Concerns**

**A. Next Meeting: Tuesday, January 27, 2011.**

**B. Budget Advisory Committee's next meeting: December 9, 2010 in Wingo 315**

### **C. Other Announcements and Concerns**

Provost Grahn: To follow up on the question about equity raises for College of Education Faculty, the good news is that these have been funded. Decisions about equity raises were made at the dean or chair level. These raises are equity, not merit.

RungeN: I have concerns about the report from the Fringe Benefits Advisory Committee that was presented at the meeting of 11/09/10 and included in the minutes of that meeting.

[discussion ensued: RungeN, Bradley, Lichtenstein, BrattonG, BrattonD.]

RungeN: Concerned about not seeing the minutes of the Fringe Benefits Advisory Committee meeting at which the report was discussed.

President Burley and WilsonJ: The Senate often does not receive the minutes of committee meetings.

Poole: Interior Design students will be working on the Old Main Hall restoration project and open house will be held to present their proposals. Please think about the potential uses for this building. A presentation, followed by a survey, will be given to the Faculty Senate and to the Staff Senate.

Bradley: Thank you to Senator Poole and her students for the good work they did in planning for the new business building.

[insertion as requested by RungeN] Constituent's email in full:

"Please present the following concerns to the Faculty Senate:

1. It is with great concern to the part-time faculty that faculty and staff raises are not 'across the board'. It is my understanding that these cost-of-living raises apply to all employees of the university except for part-time faculty. To serve this university, many part-time faculty commute from locations such as Little Rock, Searcy, Cabot, Russelleville, etc. As you know, part-time faculty have not received any increase in salary in over 10 years yet the price of gas needed to commute to Conway has increased just as the general cost-of-living has increased. Taking this into consideration, part-time faculty are actually earning less today than 10 years ago. This would be morally and ethically wrong outside academia and should be morally and ethically wrong within academia.

2. This also demonstrates a lack of respect for those faculty who serve this university teaching the freshman/sophomore level classes and/or large classes that the full-time faculty prefer not to teach. These classes also happen to be the "money makers" for the university by generating a large amount of tuition dollars. The revenue of this university is dependant on part-time faculty. If a student takes a 3 hour course at a tuition cost of \$ 796.00 and the part-time instructor has 30 students, this generates student tuition payment (state allocation not included) of \$ 23, 880 yet the part-time faculty are paid \$2600 before deductions and the parking permit fee. I once heard something that stuck in my memory. FRUGAL is trying to get the best deal for your money, but CHEAP is shorting the people who serve you.

3. Also, it is a sad state of affairs when the teaching faculty utilizing terminal degrees that have taken years and thousands of dollars to earn are paid the same as the people who clean the university who are only required to have a high school diploma or GED. This demonstrates not only a lack of respect for part-time faculty but also a lack of respect for the teaching profession.

4. I would also venture a guess and say that Social Security is paid for all staff even though it is not paid for part-time faculty! Again, a lack of respect for the teaching profession!"

## **VII. Adjournment**

MOTION to Adjourn: Browne, WilsonA.

MOTION Approved.

Adjournment: 1:40 P.M.