

UCA Faculty Senate Minutes of Tuesday, October 12, 2010 at 1245pm, Wingo Hall 315

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

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

I. Approval of Minutes from September 23, 2010 (attached)

Parrack: Request to amend page three section to read, "Regarding tenure track hires and national searches, the Faculty Handbook does require that national searches be held for tenure track hires. With regard to non-tenure track hires and moving individuals from emergency lines to non-tenure track positions, the Faculty Handbook Committee agrees that a national search is not required if the change is consistent with the department's hiring guidelines and approved by the Provost."

MOTION to approve as amended: Ray, Copeland.

MOTION Approved.

II. Remarks, President Meadors

[Miscellaneous remarks from President Meadors included the following.]

Conway has been named one of the top ten geekiest cities in the U.S.

On, 10/11/10, Governor Mike Beebe and the Arkansas Arts Council awarded the Lifetime Achievement Award to UCA Emeritus Professor, Dr. Gene Hatfield.

Please think about ways to increase our numbers of distance education students.

The Shanghai Circus event had good attendance.

Funds for faculty replacement and for a few new positions have been released.

Our IT department has now spent at least 60 hours to prepare our response to the latest Freedom of Information Request. This request seeks 30 days of deleted emails.

III. Remarks, Provost Lance Grahn

[concerning FOI requests] The latest request involved over 1,600 emails just from Dr. Grahn. We are being asked for all emails to or from our vice presidents, and this will likely continue throughout the year.

[concerning recent federal review at U. of A. at Pine Bluff] UAPB was not able to demonstrate that there was a direct link between academically related activity, including non-attendance, and "F's" on transcripts. We may find that we are expected to show a link between non-attendance and grades. All UCA syllabi should include an attendance policy.

[concerning on-going conversations of the Budget Advisory Committee] We are starting FY 2010-2011 with a lower overall operating budget than for FY 2009-2010. Enrollment is down, and we are trying to craft a conservative budget.

Please pay attention to the strategic planning process.

The Spring 2011 disaster drill for UCA will be about an F4 tornado. An F4 tornado scenario includes the possibility that an entire classroom building could be wiped out.

Thank you for continuing to do such good work even in these times of tight budgets.

[questions from Arnold, Parrack, Fletcher; additional comments from Dr. Grahn.]

IV. Conrad Shumaker, Director of General Education to present the annual General Education Report (attached)

"General Education Council Report to the Faculty Senate, October, 2010, Submitted by Conrad Shumaker, Director of General Education

Activities in 2009-2010:

1) A continuing task for the General Education Council is to evaluate new course proposals. In the past year, the Council considered two new course proposals, a proposal to move WRTG 1320 to the sophomore year (which was actually submitted in 2007 but was tabled until the Council could consider its response to the outside evaluation of the general education program as it applied to Writing), and a proposal from the English Department for a course in Asian Literature in a Global Context.

After considerable deliberation, the GEC passed the Writing Department proposal in principle but asked the department to revise the proposal to reflect concerns addressed by members of the Council.

The English department withdrew its proposal in response to issues discussed in section 4 below.

2) The Council continued working on a revision of the Goals and Objectives statement for general education. This project was begun in 2008-2009 in response to concerns about the statement expressed by an outside evaluation team as part of a self-study conducted in 2007. In January, 2009, the GEC held a day-long workshop in which it examined the goals and objectives and decided that part of the problem was that the outside evaluators saw only the general statement of goals and not the more specific goals outlined elsewhere on the web site, a circumstance that suggests that the web site could be better organized to ensure that one part of the goals and

objectives statement leads to the others. Nevertheless, the Council also thinks that the goals can be better stated to (a) reflect the relationship among the different areas of general education requirements and give a sense of what students gain from the program as a whole; b) differentiate more clearly between knowledge objectives and skills objectives; and c) state the objectives more consistently in terms of student outcomes rather than in terms of the goals of particular disciplines. The Council also feels that we need to define more clearly just what makes our program distinctive. In our work on this revision, the Council has drawn heavily on the “Essential Learning Outcomes” formulated by the LEAP (Liberal Education and America’s Promise) initiative. These outcomes are available at <http://www.aacu.org/leap/vision.cfm>. A Goals and Objectives subcommittee, composed of current and former members of the GEC, is continuing to revise the statements and we hope to present the revised version to the faculty before too long

3) Assessment is a very important part of the GEC’s charge to “review the current general education program and make appropriate recommendations to the Council of Deans.” To be honest, this part of the Council's role has been somewhat neglected in the past: When I became director in 2007 the General Education program had only a sketchy draft of an assessment plan, and little had been done to follow up on the assessment plans submitted to the GEC with each original course proposal . Therefore, assessment has been a priority for the last two academic years in two primary ways:

- a) The Council drafted a complete assessment plan and sent it to the Academic Planning and Assessment Committee and to Jonathan Glenn (see attached). The plan has run into difficulties in two areas. First, the plan called for a standardized exam (the ETS Measure of Academic Proficiency and Progress, recently renamed the Proficiency Profile) as a way of measuring our students’ performance in a larger context. The members of APAC were afraid that funding for such an exam would not be available. After assurances from Dr. Glenn that funding could be found, APAC approved of the use of the Proficiency Profile but advised that the survey included in the plan be replaced by focus groups. Once again funding became an issue, as members of the GEC, though not opposed to focus groups, felt that there should be funding clearly designated for such groups before they became part of the official plan. The GEC and APAC are continuing to work on this issue.
 - b) While the overall plan is reaching its final form, the GEC is working on evaluating the assessment of individual courses. We have asked departments that teach general education courses to provide us with data from their assessment efforts and let us know about any changes they have undertaken based on that data. To accomplish this, we have created an Assessment Subcommittee, composed of current and former members of the Council. This subcommittee will report to the GEC on the extent to which individual departments are following through with assessment, and the GEC will then report to the Council of Deans. We are currently looking at data provided by the History, Philosophy, English, Political Science, Sociology, Geology, Mathematics, and Economics departments. One of the difficulties we encountered right away is that the course proposals with the original assessment plans are not available in digital form, so in order to see how assessment practices compare to the original plans, subcommittee members have had to get photocopies to work with. Jonathan Glenn and Jane Andis are working on making the proposals available online.
- 4) In response to the English Department’s proposal of a course in Asian Literature in a Global Context, which would fit into the World Cultural Traditions area, one of the GEC members presented a resolution recommending that requirements in that area be restructured. After some

debate and the presentation of a revised resolution, the GEC recommended that the College of Liberal Arts and the Writing Department, who teach and/or administer courses in that area, consider the following change: Instead of requiring students to take one World Literature and one World History course as well as one course from a category which is designated "Other World Culture Options" and includes World History and World Literature as well as other options, change the requirement to three courses chosen from all those listed under World Cultural Traditions, with the stipulation that no more than two be from the same department. This recommendation was passed by the GEC, and we are awaiting a response from the College of Liberal Arts and the departments which would be affected. Meanwhile, the English Department has withdrawn its course proposal pending the outcome of the GEC recommendation.

5) The Director of General Education, with the help of the provost, organized a meeting to which all teachers of general education classes were invited. The purposes of the meeting were to help establish a sense of belonging to a program, to inform instructors of developments in general education, and to begin a campus-wide discussion of the program's importance, challenges, and opportunities.

6) The Director of General Education, along with instructors in History, developed and taught a pilot "confluence course," in which students from three different classes (World Literature, World History, and American History) met together four times during the semester to discuss major issues from an interdisciplinary perspective. The instructors who participated in the course made a presentation to interested faculty through the IDC. This is part of the GEC's continuing effort to make general education more clearly integrative.

7) Though it was not strictly within the purview of the General Education Council, members of the Council and others have been working on a proposal for a "Writing across the Curriculum" program to include courses from general education as well as the majors. Several members of the Council met with interested faculty from several colleges and, with their input and much help from the Writing Department and others, drafted a proposal for such a program. This proposal has been submitted to the provost. The effort to establish Writing across the Curriculum fits with the GEC's wish to integrate more fully both general education courses from different disciplines and general education courses and the majors, making general education a part of the student experience at every level.

Plans for 2010-2011 and Beyond

In addition to reviewing any proposals submitted to it, the GEC intends to work on the following:

- 1) Continuing the revision of the Goals and Objectives statements.
- 2) Continuing our work on assessment, finalizing an overall plan for assessing General Education and reviewing the assessment efforts of individual departments.
- 3) Revisiting issues raised by transfer of credit (including concurrent enrollment credit). Specifically, questions have been raised about a) science courses with online labs and b) the transfer of Anatomy and Physiology and the relationship of those courses to Biology 1400.
- 4) Organizing another meeting of General Education faculty to follow up on our initial meeting.
- 5) Continuing to participate in developing a Writing across the Curriculum program.
- 6) Participating in at least one American Association of Colleges and Universities (AAC&U) conference. UCA sent a three-person team to such a conference in 2008, and we found it invaluable in helping us understand more clearly the issues and possibilities in general education. After that year, however, funding cuts have prevented us from participating again.

7) Working on a more intentional relationship between Learning Communities and General Education. The GEC will invite Jayme Stone to talk about the ways in which cluster classes, confluence courses, and the residential colleges can contribute to a more integrated student experience in general education.

8) As a long-term goal, I would like to see UCA host a meeting on General Education involving the two-and four-year institutions across the state. With the numbers of transfer students and the legislature's efforts to specify just what colleges and universities can require of transfer students, I think it is crucial to recognize that general education is a statewide issue and to develop communication, discussion, and cooperation among the different institutions."

[end of General Education Council Report]

[questions/comments from Parrack, BrattonG, and Burley; additional comments from Shumaker and Provost Grahn]

V. President's Report

A. Faculty Handbook Committee (minutes of 9/17/2010 attached)

"Minutes, Faculty Handbook Committee, Friday, Sept 17, 2010, 2:00 – 3:00, Wingo 214
Present: Lance Grahn (Provost), John Parrack (Chair), Francie Bolter, Don Bradley, Mary Mosley, Mike Schaefer, Diane Newton, Katherine Larson, Lynn Burley (ex officio), Diane Newton (ex-officio).

I. Approval of Minutes. The minutes from May 3, 2010 FHC were approved unanimously (7-0).

II. Today's Business.

Parrack began with an update on the status of Chapter 3; it was not placed on the agenda of the Board of Trustees. Grahn recommended that the Chapter 3 revision be reviewed by the Council of Deans this year. The role of the council of deans in the revision of Chapter 3 was discussed. The FHC clearly stated their view that the FHC and Faculty senate have the authority to revise the faculty handbook. Grahn suggested the Council of Deans send one representative to FHC meetings.

The timetable for revisions to Chapter 3 was discussed. Grahn stated that some changes could be made before the end of 2010, but that more substantive changes would take the entire academic year. Grahn thinks one key is faculty in University College, and what their classification will be. Some committee members expressed concern over a year-long wait.

Grahn pointed out that the creation of the Division of Enrollment Management joined undergraduate studies and University College with financial aid/scholarships. Those faculty in undergraduate studies moved outside of their traditional place within Academic Affairs. The issue appears to be balancing student needs, faculty rights, and department rights. Bolter made the point that if a department has a long term plan to manage faculty but has remedial instructors added through University College, such as can occur in writing, this creates problems for the department.

This discussion concluded with an invitation to the Council of Deans, to be delivered by Dr. Grahn, to attend a FHC meeting to discuss the revisions to Chapter 3.

III. Meeting times. 2pm every other Friday, 1 OCT, 15 Oct, 12 Nov, 3 Dec,

IV. Future business start with campus communication; see May 3, 2010 minutes for future business."

[end of minutes, Faculty Handbook Committee

B. Budget Advisory Committee

President Burley: Has requested, for BAC, a list of all student fees being collected and where they are going. The first BAC meeting was mostly informational; the entire budget will be presented at the next meeting.

C. Space Utilization at UCA

In response to President Burley's request that focus groups be set up, Provost Grahn set up a meeting between Sightlines staff and members of the Faculty Senate. The meeting was worthwhile. Discussion included centralized scheduling for academic classrooms, availability of classroom space, and the better utilization of classroom space.

[additional comments ensued]

VI. Committee Reports

A. Executive Committee

President Burley: No report.

B. Committee on Committees

WilsonJ: No report.

C. Academic Affairs

Castner Post: No report.

D. Faculty Affairs I

Fletcher: No report.

E. Faculty Affairs II

Ray: No report.

VII. Announcements and Concerns

A. Next Meeting: Thursday, October 28, 2010 at 12:45 pm

Vice President Janet Wilson will preside at this meeting (in place of President Burley).

(Faculty Senate meetings typically take place on the second Tuesday and fourth Thursday of each month during the academic year, except during vacation periods and finals week.)

B. Other Announcements and Concerns

BrattonD: [submitted by email after meeting of 09/23/10]

"Several members of the Faculty of the University College request that the Faculty Senate President charge a committee to research, study and make recommendations concerning the status and future of the University College and seek input directly from the UC faculty."

Arnold: [in regard to Board Policy #406, "Free Speech Policy"]

"Subject: Banned Books/Free Speech Policy Concern
Senators,

I am writing to you to express concern over the recent events regarding the English Department's annual Banned Books Week readings. For the past four years now, the English Department has hosted a reading of banned books in an attempt to celebrate our freedom to read and to raise public awareness of threats to their First Amendment Rights. This public reading is held in conjunction with other readings all across the nation to raise awareness of the fact that even in 2010 books are still being challenged and/or banned from public libraries and schools in America. The recent threatened Koran-burning incident in Florida comes to mind.

This event has grown in popularity over the past four years. The first year it was a small event with a few volunteers from the English Department and a little blurb in The Echo. However, over the past few years colleagues from the Writing Department have joined us. Various news outlets picked up on the story, and we even made the 6:00 news on the local networks the past two years. The annual event now includes film viewings, faculty forums, and a large number of readers are students rather than faculty. This year, CBS affiliate KHTV Channel 11 in Little Rock contacted us before we even started and asked to interview Jay Ruud for a segment to be aired this past Tuesday evening. The clip can be seen here:
<http://www.todaysthv.com/news/news.aspx?storyid=120143>.

In short, this annual observance has been thriving until recently. This year, the English Department again decided to host readings of banned books to raise awareness. We were pleased when the students of our honors society, Sigma Tau Delta, took the initiative to organize the event. They made posters, contacted The Echo, and, as in the past, they attempted to reserve space in front of the Student Center. As in the past, they were told there was no need to reserve space, just use the steps in front of Ferguson Chapel. This arrangement was working, as it has for the past four years, until Wednesday morning when the Deputy Chief of the UCA Police Department approached Dr. Ruud and informed him that we were in violation of board policy. Though we could use the steps, we were not allowed to use amplification. Realizing that reading, without amplification, into the open air was futile if we actually wanted to be heard, we moved to our rain location in the Student Center, where the readings continued, though not without disruption.

Curious about this "board policy," I contacted John Parrack who guided me through the policies

until we found Board Policy No. 406. The Procedure section of the policy reads, "The area adjacent to the southwest corner of Ferguson Chapel, not to exceed fifty (50) feet in any direction, is hereby designated as a limited public forum. On a first-come, first-served basis individuals or organizations may utilize this designated forum for free speech purposes without registration, 24 hours a day, seven (7) days a week. However, no amplification equipment may be used and no structure(s) may be erected. All other areas of the campus must be scheduled for such use and approved by the university." The full policy can be found here:
<http://www.uca.edu/board/400series/documents/406.pdf>.

As this procedure reads, we were clearly in violation of the policy.

However, questions remain. Why have we never been informed of this policy before? Why have we, when attempting to reserve space, been told to use the steps in front of the chapel and been allowed to use amplification? Why does this policy exist? For this last question I did some more research and located the minutes from the November 22, 2002 Board of Trustees meeting at which this policy was instituted. The minutes explain, vaguely, that "Recent events on campus have necessitated the establishment of a free-speech policy which designates an area for limited public forums." What recent events? Further inquiry into the complete policy reveals the purpose of the policy is to "provide fair and reasonable regulations and guidelines" regarding free speech "while maintaining order and access to the campus of the University of Central Arkansas." I emphasize this last phrase because by noting that part of the policy's purpose to allow access to the campus implies that the policy is actually aimed at non-UCA affiliated individuals and groups, not at UCA students, faculty, staff, or organizations.

In fact further scrutiny of the policy reveals the university believes that the rights of expression and inquiry are "necessary" and they must be "preserved as essential" for the "pursuit and dissemination of knowledge and truth." The policy goes on to state that it has an "obligation...to prohibit interference with the normal educational process on its campus." So, the purpose of Board Policy No. 406 appears to limit the amplification of non-UCA persons who may be attempting to interfere with the educational process. And yet, it is being used to silence the celebration of Banned Books Week. According to the American Library Association, Banned Books Week is "an annual event celebrating the freedom to read and the importance of the First Amendment...highlight[ing] the benefits of free and open access to information while drawing attention to the harms of censorship by spotlighting actual or attempted bannings of books across the United States." How can the university not support such an event?

I have already spoken with several colleagues and there are many who believe that the English Department is upset for no real reason. The deputy chief was "just doing his job" and everyone "must be treated equally." I believe that the perceived outrage of the department stems not so much from the turning off of an amplifier but from the apparent lack of support from the university. If you watched the interview with Dr. Ruud, you'll note that Dawn Scott states, "across the nation, libraries, teachers, schools, among others, are celebrating the freedom to read, including UCA." But...it's not really UCA is it? It's really just the faculty and students of the English Department and a few colleagues from Writing. Why aren't our colleagues in Philosophy and Religion reading from The Koran and The Bible? Why aren't our colleagues from World Languages reading from Carlos Fuentes' Aura? Why aren't our colleagues from Childhood

Education reading from Brown Bear, Brown Bear, What Do You See? Why aren't our colleagues from Business reading from Barbara Ehrenreich's Nickel and Dimed? These books were all challenged and/or banned this past year. And yet, it falls to a single department to raise awareness.

Our mission statement claims that we "maintain the highest academic quality," "remain current and responsive," "benefit to the global community" and are "committed to the intellectual, social, and personal development of its students" through the "advancement of knowledge."

Banned Books Week is such an opportunity for the entire university to advance knowledge and practice intellectual freedom. I urge you as my senators to bring up Board Policy No. 406 at the next meeting of the Senate and, if nothing else, ask for clarification. Does this policy even apply to UCA personnel who are engaging in intellectual discourse? Or is it, as it reads, aimed at non-UCA individuals and groups? Whatever you do, please do not allow this issue to simply be noted, put in the minutes, and forgotten. Pursue it to its end. Perhaps there needs to be two separate policies: one for UCA affiliates and one for non-UCA affiliates. Perhaps the existing one is simply being mis-applied. Either way, clarification is necessary."

[end of concern regarding Board Policy 406]

Parrack: Announcement concerning this Friday's Conway Dinner Theater production.

RungeN: Two issues that Part-time Faculty at UCA need resolved are:

1. Re-starting the social security contributions for part-time faculty members. UCA has not made these contributions for about 10 years. As some of these faculty members work only at UCA and only as Part-time employees, no social security would mean no or very little retirement income, no survivor benefits if they passed away, and no disability benefits if they became disabled! UCA is one of only two Public universities in Arkansas that doesn't pay social security taxes for its part-time faculty members. UCA also requires the part-time faculty to put money into a retirement account, from which the withdrawals could be considered as a gift (Windfall Elimination provision as per Social Security Administration) to themselves when they actually retire, thus further decreasing any social security benefits that may be available to them.
2. Lack of pay raises for part-time faculty for at least the last ten years. With rising prices of everything, this means that they are actually making less than what they earned 10 years ago. Some of these faculty members have asked which other places do not give a raise or cost of living adjustment for over 10 years.

Fletcher: Has a hiring decision been made yet for the new Human Resources Vice President?

Provost Grahn: No, but it will be made soon.

VIII. Adjournment

MOTION to adjourn: Fletcher, Ray.

MOTION approved.

Adjournment: 1:45 P.M.

