

## **UCA Faculty Senate Minutes of Thursday, February 24, 2011 at 12:45 pm, Wingo Hall 315**

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

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

I. Approval of Minutes from February 8, 2011 (attached)

MOTION TO APPROVE: Ray, Rowley

MOTION APPROVED.

II. Remarks, President Meadors

[Miscellaneous remarks from President Meadors include the following.]

- Legislature update:

There is a movement to do away with Amendment 33, although some want the higher education board for all universities.

There is a bill that all empty faculty positions would go back to the state. All higher education institutions (with the exclusion of the medical center) would have to use this pool of about 400 slots for 10 state universities.

UCA & higher education are not against tax cuts, it is the timing. Gov. Beebe has told presidents that the ½ cent sales tax cut = \$20 million. If there is more than an additional \$5-6 million in cuts, the cuts will be taken from higher education and human services.

- Want to state it is not true that we have told employees and faculty at UCA that they cannot talk to reporters or the media. If you have been contacted, we'd like you to notify the media people on campus so they are aware of the conversation in case there is further follow-up so they can be in a better position to respond.

III. Report, Athletics, Brad Teague and Bill Bandy (attached)

Bandy: As Chair of Athletics Committee & Faculty Athletics Representative responsibilities include seeing that student athlete gets a fair education, coaches are following the certification rules for recruitment, examine diversity policies, APRs, involved in the site visit last year, participated in the Division II to Division I move.

Teague: Reclassification was a 5 year process. Now we are Division I. The best part is academic standards for DI -- it is tougher to be eligible academically. Continuing eligibility is much more stringent for the athlete student. Must make progress toward degree. Our cumulative GPA is 2.92 across 400 student athletes, which goes up each year. Graduation rates: federal rate – 41% for general student body, UCA 51% for student athlete; at UCA at least 2 years & complete athletic eligibility rate, 95% graduation rate; academic progress rate (APR) (head coaches are judged by these) is good, not great in all sports, but they all pass (have to be above 900). Have to report who is retained and who continues to be eligible.

Scholarships and athletic aid is 1/3 of budget. Less than 100/400 get full aid. Equivalent of 175=full scholarships, so 225 are paying full tuition & fees.

Turf – over 4 years have been asked about it. Larger high schools have turf, other conference schools have turf. Researched artificial turf. Benefits: cost-effective, reduces injuries, multi-use by many different groups, environmentally friendly, weather resistant. Cost: \$1 million for 2 fields – football and softball. Labor, maintenance, supplies, etc. costs \$101,000/yr – a savings that will pay back cost in 10 yrs. 12 yrs the carpet will be replaced at a cost of \$375,000. Capital expense fund would fund the \$1 million.

Diane Newton: See handout Turf Project Funding. The Capital Expense Fund is to maintain facilities of university. Planned transfers from operating budget fund the Capital Expense Fund on a formula base of \$1.25-\$2.50/per square foot. To replace roofs, HVAC units, etc. It is not year-to-year operating money, it is for these projects. We intentionally don't use all of the money for emergencies. Currently \$2.7 million in there. The \$1 million would come from this fund to save interest & leave \$1.7 million. We'll get it back from the athletics department every year July 1<sup>st</sup> for 10 years. Will be able to use the field for other student and community activities. 180 more parking spots since the band will be able to practice on the field not in the parking lot

Teague: With turf it can be used by band, high schools, intramurals, etc. The physical plant was going to spend \$229,000 on a new parking lot for the band, water is not needed, paint is not needed, fertilizer, safety increased with a 75% reduction in serious and 55% reduction in moderate & minor injuries, no mud.

Albritton: Towing companies will lose out from hauling cars from the parking lot.

Bradley: Will it be like the Boise State purple field?

Teague: A nontraditional color scheme is being considered.

President Meadors: Talk to people under 30 about the appeal of a nontraditional color scheme.

Rowley: People under 30 don't have money to donate.

President Meadors: If purple/gray, we'd be the first dual color.

Parrack: The transfer of a fixed amount would be each July – 1/10 of final cost?

Teague: Yes.

Poole: We can charge others to use field?

Albritton: What is the charge?

Teague: Not sure. Taken care of by another office.

Fletcher: About sky boxes & weight training . . . UCA would pay back the Foundation for costs?

Teague: Yes, they are doing it this way for Bear Village.

President Meadors: \$400,000 from NCAA or private money could be used for weight room & any money needed for skyboxes.

Bradley: Former president of Southland Conference told us money would be paid upfront and it wasn't.

Teague: They never had a transitioning school before.

Parrack: Concerning auxiliary transfers to athletics, once it is a money generator, this will impact budget.

Teague: 9/12 commitments will fund the sky boxes. Weight room \$100,000, looking for a private donor.

[End of Athletics Committee report]

#### IV. Remarks, Provost Lance Grahn

- Academic affairs budget for fiscal 2012 is in excess of 2011 budget by \$750,000 to fund faculty hiring. This is at a time of declining revenue it. There is significant pressure on the ability to budget for step raises in 2012. However, we are committed to funding all that will be presented to the Board in May. Only Provost who ever has budgeted for step raises.

- Committed to give authorizations of hiring for academic year 2012-2013 beginning April 15<sup>th</sup>.

- Soon starting a search for Executive Director the of the newly renamed Outreach and Community Engagement (new name effective July 1).

- General education conversation. General Education Council made an informal proposal for a formal writing across curriculum at UCA. Recommendation made to Provost not Council of Deans so General Education Council would need to make formal request to Council of Deans for

formal procedure. Would request that we first examine what is WRTG 1310 & 1320 doing/not doing.

President Meadors: If a student does little writing in next 3 years, they won't be strong. If they don't practice they won't do it well. Writing across curriculum is an important thing we do.

President Burley: WRTG 1320 & 1310 do have solid assessment numbers to review.

Provost Grahn: We need to map the curriculum so we can see what writing is being done across the curriculum. Writing that is appropriate for that discipline. Before we propose a new program, let's see what is going on. People would be writing in all areas and not relying on only WRTG.

President Meadors: We need to consider class size too and how that impacts writing requirements. We need to be fair.

Provost Grahn: Fully supportive of students writing across the curriculum, but we need to know what it is we are trying to accomplish if we decide to do that.

Bradley: Another communication crisis is the inability to speak publically. Students don't know how to communicate face-to-face. Do the same with speech as we do with writing.

Provost Grahn: Need to see how do writing and oral communication link together.

President Meadors: More of our residents are single occupancy. Computers help train us out of certain skills. We need to force students to communicate with each other and us, oral and writing.

Parrack: To what degree do you share the concern that the General Education Council is making proposals without bringing in the whole campus?

Isom: This is not a formal proposal at this time.

Parrack: This includes the other General Education proposal.

Bradley: Could we get our letters of appointment in May so we can know what we'll be getting for a salary? Remind people it doesn't mean that July 1 we're going to get a pay decrease.

Provost Grahn: There is a current negotiation with Human Resources to distribute revised salary letters for FY2011.

V. Information Items from the Faculty Handbook Committee, John Parrack (attachments: Reorganization of Chapter Three of the Faculty Handbook, Resolution on the Reorganization of Chapter Three, and Resolution on Non-Tenure Track Faculty Ranks)

Burley: Please take back to colleagues, send out email with these materials. The reorganization of Ch 3 underwent a vote last year with 7 of the 8 things passing. Redoing it this year.

Parrack: These are information items for review and to share with campus before action items on March 8<sup>th</sup>.

1. Ch 3 reorganization – to be approved again. Changes are on pages 13, 14, & 15.

Page 13 – a paragraph has been moved so would fit better where it belonged

Pages 14 & 15 – changes in order for more clarity for nontenurable continuing & noncontinuing positions.

Fletcher: Does hiring at instructor rank mean they may be hired or could be hired into assistant professor rank?

Parrack: It doesn't.

Rowley: Can a visiting assistant professor be rehired if they have 1+ year break?

Parrack: The Handbook doesn't speak to that.

Burley: The department can talk about amount of time away needed.

Parrack: 2<sup>nd</sup> item: the addition of titles and a 3<sup>rd</sup> level of faculty rank.

This was the item was not passed last year because it didn't accomplish the goals of the colleges. It has been restructured & reframed. We met with interested parties & developed a committee to review clinical ranks in order to seek compromise about the position. The vote was not unanimous in the Faculty Handbook Committee, but is what was approved & now on to the Senate to discuss it.

Bradley: The minority side of this? AAUP will see this as a major assault on tenure.

Burley: That is argumentative.

Bradley: It is a change to continue the non-tenure track. We should work with people to increase more people to be tenured, not less. We aren't looking for more non-tenure tracks. If we approve this we create more nontenure. You will be hearing more from the AAUP.

Burley: There is interest outside of HBS to use these positions.

Isom: It is providing a new rank.

Parrack: It is adding a level of promotion & expanding the set of titles.

Fletcher: Is the perception among the majority the proposal would be mandate or allow for choice.

Parrack: The idea is to provide flexibility of titles appropriate to various fields. We are committed to tenure.

Rowley: Is there any precedent at other universities for new titles?

Parrack: Yes.

Bradley: Mainly medical schools and not regular schools.

Barbara Williams: UAMS, Fayetteville, ASU – it is usually set by colleges. Texas Women's.

Bradley: These meetings were scheduled when I was away.

## VI. Committee Reports

### A. Executive Committee

President Burley: No report.

### B. Committee on Committees

WilsonJ: No report.

### C. Academic Affairs

Castner Post: absent, No report.

### D. Faculty Affairs I

Fletcher: No report.

### E. Faculty Affairs II

Ray: We have our survey and will send it out so will report next time.

## VII. Announcements and Concerns

A. Questionnaire on Old Main – moved to another date

B. Next Meeting: Tuesday, March 8, 2011.

(Faculty Senate regularly meets on the 2<sup>nd</sup> Tuesday and 4<sup>th</sup> Thursday of each month at 12:45 pm in Wingo Hall 315.)

C. Budget Advisory Committee's next meeting: March 10, 2011 in Wingo 315

Burley: SPARK meets today at 3 & should have 10 initiatives the committee feels are feasible & doable. Final list will go to numerous places.

D. Other Announcements and Concerns

Burley: Grievance Committee has no report & Sexual Harassment Committee has no report.

RungeN: What about a raise for part-time faculty?

Burley: Fringe Benefits Committee is meeting with Jonathan Glenn, Graham Gillis, Provost Grahn to discuss fringe benefits for part-time & clinical. Salary Review Committee is not considering raises for part- or full-time.

RungeN: What happens to the concerns expressed over the past years?

Burley: This meeting hears concerns, they are expressed at college meetings. Executive Committee prioritizes concerns like the Higher Learning Commission, faculty evaluations, Resident Masters, University College.

Poole: Are there minutes for Executive Committee meetings?

Burley: We don't take minutes but we do have a document that lists the college concerns. Have to consider the mission & charge of the Faculty Senate. We get concerns but it is not our purview.

Poole: If there was some way to document how an item was addressed.

Burley: It is possibly Faculty Senate pages could be used to keep track.

RungeN: A concern last April, outstanding teacher award. Should we recognize part-time faculty?

Burley: We can bring it up at our next meeting.

Rowley: The legislative briefings have been very useful.

Provost Grahn: The Board of Trustees meets Friday afternoon. Concerning state budget cuts of higher education, approximately 7% of public higher education funds come to UCA. Whatever cut happens, multiply by 7% for an idea about our cuts.

Bradley: Could we draft a letter thanking the President about the information on the legislature & the updates, because it hasn't always happened.

VIII. Adjournment

MOTION TO ADJOURN: Fletcher, Ray

MOTION APPROVED.

Adjournment: 2:35 pm