

AGENDA

UCA Faculty Senate



Tuesday, November 11, 2008

Wingo 315, 12:45 p.m.

- I. Approval of minutes from October 23, 2008 (see Attachment 1)
- II. President's report
 - A. Fringe Benefits Committee (see Attachments 2 and 3)
 - B. Board of Trustees meeting, November 7, 2008
 - C. Proposal from Honors Discussion Panel (see Attachment 4)
- III. Committee reports
 - A. Executive Committee
 1. Proposed change to Faculty Senate by-laws (see Attachment 5)
 - B. Committee on Committees
 1. Nominations for Faculty Senate appointments to university committees
Salary Review Committee (HBS position): Donna Musser
Student Life Committee: Gary Bunn
Library Committee (NSM position): David Dussourd
 - C. Academic Affairs
 - D. Faculty Affairs I
 1. Proposed change to Budget Advisory Committee (see Attachment 6)
 - E. Faculty Affairs II
- IV. Announcements and concerns
 - A. Faculty concerns and announcements
 - B. Next meeting: December 11, 2008, at 2:00 p.m.
- V. Adjournment

ATTACHMENT 1

Minutes

UCA Faculty Senate
Thursday, October 23, 2008
Wingo 315, 12:45 p.m.

President Boniecki called the meeting to order at 12:45 p.m. Present were Boniecki, Parrack, Seifert, Ray, Jones, Castner-Post, Fletcher, Lichtenstein, Powers, Wiedmaier, Lance, Isom, Schaefer, Mehta, Albritton, Rospert, and Provost Grahn. Advised Absences: Hebert, Johnson, Acre, and Castro.

I. Approval of Minutes from October 7, 2008.

Senator Ray moved to suspend rules to make a motion to Approve Minutes with second by Senator Lance. Motion passed suspending the rules.

Senator Parrack moved to approve minutes with no corrections with second by Senator Lance. Motion Passed to approve the minutes.

II. President's Report.

A. Information Items:

1. The Board of Trustees minutes are posted online again- they can be found at <http://www.uca.edu/divisions/admin/board/trustees.html>. The minutes date back to 2000, and the site includes an index of action items dating back to 1964.
2. Honors Discussion Panel- Stephanie Huffman, the chair, had to step down. She has been replaced by Tammy Benson. The Honors Discussion Panel will be held on Thursday, October 30. They will meet in Room 234 in Mashburn (College of Education) from 1:40 p.m. to 3:40 p.m. Representatives were elected to this committee from each college and will share information about the Honors College Position Paper on Honors College Faculty Status. Tenure issues for faculty from the Honors College will be discussed. The position paper and corresponding documents (both for and against this proposal) are posted on the following link:
<http://www2.uca.edu/org/facultysenate/Documents/HonorsDiscussion.htm>

Faculty are welcome to attend but will not participate in the discussion. Feedback needs to be provided to the Honors Committee by Thursday, November 6, which is one week after the panel discussion. Committee members include: Philip Anderson, Tammy Benson, Brian Bolter, Steve Butcher, Margaret Morgan, Michael Rubach, and Rick Scott.
3. Information regarding the total sums of the buyout package for Lu Hardin was obtained. There are two options based on whether or not the severance payment after Hardin's sabbatical is made over an extended time period of three years (Option 1) or paid in a lump sum (Option 2). The following sums were calculated by President Boniecki based, in part, on information provided by Rita Fleming:

	Option 1	Option 2
Sabbatical Salary (9.5 mo.)	\$200,192.00	\$200,192.00
Severance Pay	\$821,840.00	\$670,162.00
Min. Employee Benefits	\$130,358.00	\$44,741.00
Subtotal	\$1,152,390.00	\$915,095.00
Max. Retirement Benefits	\$7,200.00	\$13,050.00
Total	\$1,159,590.00	\$928,145.00

Comment - Senator Lichtenstein: Just for clarification, Mr. Hardin resigned and was not terminated. Was this buyout agreement written into his original contract?

Response – President Boniecki: No, this was approved shortly after he announced his resignation.

- B. Resolution to donate \$300 from Faculty Senate budget to help fund Veteran’s Day event (see Attachment 2).

Senator Lance moved to suspend rules with second by Senator Mehta. Motion passed suspending the rules. Senator Bell moved to accept the resolution with second by Senator Mehta. Senator Isom moved for a friendly amendment to increase the donation to \$500 with second by Senator Ray. Motion passed approving the amended resolution.

- C. Charge to Academic Affairs: Review draft of Student Honor Code and recommend changes, if any, to the Student Government Association. President Boniecki will forward an electronic copy of SGA Honor Code draft. Please offer feedback and contact SGA.

III. Committee Reports.

- A. Executive Committee:

1. Meeting with President Courtway. Discussion centered on the \$6 million line of credit. President Courtway gave a very detailed timeline and indicated he had also discussed this timeline with Jim Purcell (ADHE). According to President Courtway, the line of credit was originally approved by the Board of Trustees in early 2007, and after receiving bids from several banks, the \$6 million line of credit was opened with the National Bank of Arkansas (NBA) in April of 2007. The credit line was maxed out by July 2007 and was increased to \$8.5 million. By January 2008, the credit was all paid. In March 2008, UCA drew \$4 million and by July 2008 the line of credit was maxed out at \$8.5 million. The line of credit was paid in full by September 15, 2008. On October 10, 2008, the Board of Trustees voted to extend to June 30, 2009, the original \$6 million line of credit with NBA. This extension was approved by the Department of Higher Education and the Department of Finance and Administration. Additionally, President Courtway indicated that he would work hard over the next year to decrease our need to rely on the line of credit. However, at this time it is necessary to use it.

Discussed disagreements reported in press between Purcell, Hardin, and Anderson.

UCA does not have reserves at this point but we are expecting to have nearly \$1 million when all outstanding tuition and fees have been collected.

President Courtway will plead our case to the State General Assembly on Tuesday October 28, 2008, during the General Assembly's budget hearings.

2. Resolution to request that Governor Beebe reappoint Dr. Michael Stanton to the Board of Trustees. This issue has been discussed with the Staff Senate and we would like to send a letter of request to Governor Beebe in support of Mike Stanton.

Senator Holden moved to suspend rules with second by Senator Ray. Motion passed suspending the rules. Senator Bell moved for approval of resolution with second by Senator Lichtenstein.

Comment -Senator Holden: Has anyone asked him if he would be willing?

Response – President Boniecki: Yes, he has been asked and he is willing to serve.

Comment -Senator Seifert: I received a comment from a faculty member that was not in support of Stanton's reappointment.

Comment -Senator Mehta: I also received 2 letters from faculty members that they were unsure whether to support M. Stanton's reappointment.

Comment - Senator Lance: Can we table this and look at his voting record?

Response – President Boniecki: Time is of the issue and if possible a decision should be made today before Governor Beebe begins considering appointments.

Comment -Senator Parrack: We have to weigh the risks and benefits of this reappointment; Stanton appears to be committed to a positive future for UCA.

Comment -Senator Powers: I would hate this to be viewed as a way to “reconstitute” the old board. I don't think my college would feel positive about continuing to support the current Board of Trustees.

Response -President Boniecki: The letter would be straightforward and not address any other issues at this time.

Comment - Senator Lichtenstein: I like that Mike Stanton treats this as a “public education institution” and not a business. I think it is good that he has varied expertise in many areas.

Comment - Senator Isom: I think that M. Stanton's actions this summer were brave and demonstrated a lot of moral fortitude and discernment.

Motion passed approving the resolution with one opposed and no abstentions.

- B. Committee on Committees. No report

- C. Academic Affairs. A first draft of the position paper on the DHE's retention goals and policies has been prepared.
- D. Faculty Affairs I. No report
- E. Faculty Affairs II. No assignments at this time.

IV. Announcements and Concerns.

A. Faculty Concerns and announcements.

1. Senator Holden- Invited us to World Premiere of the opera, The Scarlet Letter, November 6 and 9 at Reynolds. Call ticket central for tickets.
2. Senator Parrack- Given that P. McClendon is retiring, Senator Parrack would like to request to President Courtway that the Budget Advisory Committee meet with McClendon before he leaves.
3. Senator Mehta submitted the following concerns from a part-time faculty member:

What is the latest on making it possible for us (part-time faculty) to purchase parking hang tags by mail and by payroll deduction? Kurt, did you hear back from the Chief of UCAPD ? The Chief stated in the beginning of summer that they will look into the reasons as to why part-timers can't get these hang tags by mail.

Faculty Senate term for part-time faculty should be at least 1-year for full year employees and a semester if they are going to be employed for one semester at a time. Otherwise it wastes too much time and effort of everyone involved in the election process besides making it very difficult to accomplish much at the current duration of less than four months for the part-time faculty representative.

I was wondering when the Faculty Senate is planning to hold senate elections for the part-time faculty representative for the 2008-2009 academic year?

I and other part-time faculty members feel strongly that we should be given an option of receiving either regular Social Security or the social security alternate plan plus disability & life insurance provided by UCA. This is to protect the prime years and decent earning potential of these part-time faculty members. Should they become disabled or pass away, many are not earning enough (or any) Social Security credits to make them eligible for benefits even though they are gainfully employed. I know this is a tough year for financial options, but you can't place a value on the ethical treatment of part-time faculty. As you are probably aware, many of part-time faculty members have Ph.D's or other terminal degrees, and have agreed to work at a low salary so that their full time spouse could come to UCA or the Conway area. Your attention to this matter will be greatly appreciated.

- B. Next Meeting: November 11, 2008
- C. Adjournment: Senator Lance moved to adjourn meeting with second by Senator Ray. Motion passed approving adjournment.

ATTACHMENT 2

MINUTES

FRINGE BENEFITS ADVISORY COMMITTEE

October 10, 2008

Present: Wendy Castro, Rita Fleming, Lori Hudspeth, Paul McLendon, Linda Musselman, Kerry Nichols, Jeff Whittingham, Jeff Young, Georgia Younker

Not Present: Joe Horton – attending conference; Judy Corcoran – vacation

Guests: Tom Courtway, Interim President; Rhonda Roberts, HR Benefits Manager; Jason Rankin, Assistant Controller

1. Approval of September 26 minutes.

Motion: Castro

2nd: Hudspeth

Approved

2. Rita Fleming and Jeff Young reported on meeting with Kurt Boniecki, Faculty Senate President, to discuss retiree benefits and bidding for health care.

3. Paul McLendon reported on meeting with Rita Fleming and President Courtway regarding retiree benefits.

4. After discussion, the following motions were made:

The Fringe Benefits Committee recommends that current retirees less than age 65 and those in phased retirement as of June 30, 2008 receive a \$4,000 lump sum payment for supplemental health coverage to be paid in the month they turn age 65. The \$4,000 amount reflects the present value of 60 months of supplemental insurance paid up front.

Motion: Younker

2nd: Castro

Approved

The Fringe Benefits Committee recommends that for UCA employees who retire or have retired prior to December 31, 2009, the UCA contribution on dental coverage be set at \$25.48 per month. This amount reflects the 2009 single monthly UCA dental contribution. Dental coverage ends at age 65.

Motion: Whittingham

2nd: Castro

Approved

5. Rita Fleming will contact Jack Gillean to have the recommendations be included as an agenda item for the November 7, 2008 Board of Trustees meeting.

6. Life insurance for current retirees will be covered at the next Fringe Benefits Committee meeting on October 24.

7. Meeting adjourned, 12:35.

ATTACHMENT 3

MINUTES

FRINGE BENEFITS ADVISORY COMMITTEE

October 31, 2008

Present: Wendy Castro, Judy Corcoran, Rita Fleming, Joe Horton, Kerry Nichols, Jeff Young

Not Present: Lori Hudspeth – vacation; Linda Musselman – candidate interview; Jeff Whittingham; Georgia Younker

Guests: Rhonda Roberts, HR Benefits Manager

1) Approval of October 24 minutes.

Motion to approve: Horton 2nd: Nichols Approved

2) Chair read a note of thanks from Kurt Boniecki to the committee.

3) After continuing discussion from previous week, the following motion was made:

The Fringe Benefits Committee recommends that for current retirees and those in phased retirement as of December 31, 2008 participating in the university's life insurance plan, the UCA contribution on life insurance be set at \$10.00 per month.

Motion to approve: Horton 2nd: Corcoran Approved

4) To be discussed at the next meeting, a group of 18 current employees carrying a 1Xsalary life insurance policy since 1998. HR will gather and provide information to the committee.

5) Adjourned, 11:50.

ATTACHMENT 4

A Tenure Process for Honors College Faculty - A Proposal –

The purpose of this proposal is to outline a possible process whereby the integrity and traditional meaning of tenure might be maintained, while allowing the Honors College the greatest possible degree of appropriate independence.

The main points of this proposal are as follows:

1. Hiring for Honors College faculty positions would be done jointly by the appropriate departments and the Honors College.
2. The Honors College would have the freedom to define the special areas of training, competence, expertise, knowledge, etc. needed by the Honors College in the hiring of a potential faculty member. The appropriate departments would have the right to ensure that potential faculty members have sufficient breadth and depth in background and training to teach that department's general courses for general education and majors/minors.
3. Faculty members hired under this plan would spend the probationary period for tenure (the first six years of their appointment) working in both a department and the Honors College.
4. Faculty members hired under this plan would be funded by the Honors College and by the university with the intention that after six years and successful tenure decision, they will move from a joint appointment to a permanent full appointment in the Honors College. Thus, departments would practically use such faculty not as permanent departmental faculty occupying lines in the department but as long-term temporary faculty filling places otherwise filled by other forms of temporary faculty. In no case should the presence of such a faculty member in a department prevent or hinder that department from being able to fill its normal and appropriate positions based on existing or new lines.
5. During the six-year probationary period, faculty members hired under this plan would do substantial work in both the Honors College and the discipline-appropriate department and would thus build a body of teaching, scholarship and service that could be appropriately evaluated by both the tenured Honors College faculty and the tenure committee of the discipline-appropriate department.
6. The actual department-level decision regarding tenure for these faculty members would be undertaken by the departmental tenure committee with the addition of tenured Honors College faculty (so long as Honors College faculty do not make up a majority of the committee making this decision.) The chairman-level review and recommendation regarding tenure would be carried out jointly by the chair of the department and the Director of the Honors College. Mid-tenure reviews would be conducted by the departmental tenure committee, tenured Honors College faculty, the departmental chair, and the Director of the Honors College.
7. Following the probationary period served in a department and the Honors College and a favorable tenure decision, a faculty member under this plan would become a full-time and permanent member of the Honors College faculty. His/her tenure would follow him/her into the Honors College.

It is hoped that this plan would allow for an appropriate and genuinely discipline-based tenure decision, while allowing the Honors College to recruit and retain appropriate faculty without losing its present independence and character.

ATTACHMENT 5

The Executive Committee proposes adding the following section to ARTICLE VII. ASSIGNMENTS AND RESPONSIBILITIES OF CONTACT SENATORS of the Faculty Senate by-laws:

Section 3. The Faculty Senate will address concerns or issues that arise during summer months in a timely manner. Senators are expected to provide input as these issues arise and be available to attend any summer meetings called by the president of the faculty senate. If attendance is impossible, alternative means of communication, such as a conference call, should be used to ensure a quorum.

ATTACHMENT 6