

AGENDA
UCA Faculty Senate
C
Tuesday, November 13, 2007
Wingo 315, 12:45 p.m.

- I. Approval of minutes from October 25, 2007 (attached)

- II. President's report
 - A. Special Guest: John Gale, UCA Chief Technology Officer
 - B. Updates: Provost search, lunch with the President, budget allocations, priority registration for athletes
 - C. Report: November 2, Board of Trustees Meeting
 - C. Correspondence

- III. Committee reports
 - A. Executive Committee
 - 1. Recommendation: Francie Bolter should be appointed chair of the Concurrent Enrollment Advisory Committee (must be approved by the Faculty Senate).
 - 2. Additional subcommittee charges

 - B. Committee on Committees
 - 1. Nomination of Kim Hoffman to the Adjustment and Credentials Committee. She would replace Susan Adams who was approved in October, but stepped down because she is now part-time. Adams was actually a replacement for Becky Williams, so the term will expire in 2008.
 - 2. Announcement: the Concurrent Enrollment Advisory Committee will meet for the first time on Nov. 15th

 - C. Academic Affairs
 - 1. Progress report: Academic Misconduct policy
 - 2. Follow-up: Details of Honors college faculty status discussion

- D. Faculty Affairs I
 - 1. Progress report: Faculty development needs assessment and proposal
- E. Faculty Affairs II
 - 1. Progress report: Technology funding needs assessment and proposals
- IV. Announcements and Concerns
 - A. Next meeting: Thursday, December 13 (2:00 pm)
 - B. Faculty concerns and announcements
 - C. Other
- V. Adjournment

Attachment 1: Minutes from October 25, 2007

UCA Faculty Senate
Thursday, October 25, 2007
Wingo 315, 12:45 p.m.

President Powers called the meeting to order at 12:45. Present were Powers, Boniecki, Johnson, Parrack, Bradley, Bell, Wilmes, Hebert, Young, Holden, Rospert, McCullough, Lance, Craig, Castro, Murray, Mehta, Christman, Lichtenstein, Jones, Ray, Schaefer, Interim Provost Atkinson, Richard Scott, Donna Bowman, Phil Frana, and SGA officer Roby Butler. Absent: Wiedmaier. Advised Absence: Seifert.

- I. Approval of minutes from October 9, 2007. Senator Parrack moved approval of the minutes with second by Senator Bradley. With attention to Senator Castro's note of her absence on October 9, motion passed.
- II. President's report
 - A. Special guest: Rita Fleming, Director of Human Resources.

Ms. Fleming discussed the move of payroll to the Banner system. During the Spring 2008 term, pay will occur at a rate of one-twentieth of contract on the 15th and on the last day of each month, through May 31. If payroll date is on a holiday or weekend, payroll will process on the previous business day. Faculty can calculate the gross payroll amount as one-half of monthly gross paid during Fall 2007 term. Beginning with the Fall 2008 term, the first payroll will occur on August 31 and will amount to one-eighteenth of contract. (The beginning of the Fall term is considered to be August 16.) Similar one-eighteenth payrolls will occur on the 15th and on the last business day of each month thereafter. This arrangement is sometimes referred to as the "new" nine-month contract. The last payroll will be on May 15th, 2009. Note that the semi-monthly amount beginning in 2008-2009 will be larger than that in the Spring 2008 term, but there will be one less payroll each term. Employees are responsible for adjusting their personal spending patterns! There will henceforth (beginning with 2008-2009) be a three-month pay gap (from May 15 to August 31).

Before the changeover, there are currently five different payrolls and five associated supplementary (late) payrolls required, for a total of ten payrolls each month. This change will reduce the number to two regular and two supplementary payrolls, for a total of four, with all employees—regardless of status or classification—being placed on a semi-monthly

payroll. The advice to Human Resources from other institutions that have converted to Banner is that Banner requires a full additional employee in Human Resources to manage it; Human Resources, however, has not been given budget for an additional employee; so the staffing must be secured by economizing on existing processing tasks, thus the changeover.

Direct deposit is mandatory for all employees with bank accounts. For those without bank accounts, a pre-filled pay (debit-type) card arrangement is being prepared. The 12-month pay option will still be available from Human Resources, in a sense, with the "excess" funds from each regular-semester, semimonthly payroll being placed into Arkansas Federal Credit Union, or on a pay card—these two arrangements are the only options. If an employee on the new, standard "9-month" (eighteen semi-monthly payroll) contract wishes to direct "savings funds" from one's semi-monthly payroll elsewhere, for purposes of summer funds for example, such as to one's savings account at some local bank, then the employee must arrange with that bank to re-direct funds automatically from the initial receiving account to the other account once the semi-monthly direct deposit has occurred.

There will be direct deposit for those teaching summer terms. While all regular faculty contracts will be "9 month" (eighteen semi-monthly pay periods beginning 2008-2009), Banner will be able to accommodate supplementary sources such as Academic Outreach that faculty may participate in; Banner can accommodate many such supplementary sources and place them all into a single direct deposit, since all payments regardless of source will be converted to a semi-monthly basis. Detailed accounting of the various sources of an employee's direct deposit will be available online. In general, there will no longer be distributed any paper "pay stub" but it will be available online to employees (Banner Self-Service). Pay stub history will also be maintained, once the system is up and running, for reference by employees. New employees will be placed on direct deposit immediately under the new system, without necessity for the first payroll being by paper check.

After Ms. Fleming's presentation (and questions that have been incorporated into the summary above), senators agreed that specific examples—involving non-uniform but recurring circumstances such as teaching in the intersession—needed to be elaborated for employees.

- B. Updates: Availability of university budget information: the President is researching options and needs a brief period to formulate a plan for release of the information.

- C. Special Election results: Mike Schaefer from CLA was elected to the At-Large position and was introduced by President Powers.
- D. Correspondence: the Executive Committee is making arrangements for visits to the senate from John Gale, Chief Technology Officer, and from Brad Teague, University Athletic Director. John Gale will visit the senate on November 13. The university has been able to increase bandwidth but needs to obtain companion software. There is a lot of gaming using campus connections, beginning early evening each day, and this has presented particular bandwidth challenges beginning around 5:00 p.m. Bandwidth performance should improve slowly over time. Director Teague will visit the senate in the near future and will be reviewing disaggregated athletic graduation rates (by sport).

III. Committee reports

- A. Executive Committee
Senator Schaefer will be assigned to Faculty Affairs I.
- B. Committee on Committees
Nominations for vacancies on university committees. Vice President Boniecki brought the report to approve Budget Advisory Committee recommendations for the six colleges, to be presented to President Hardin for final selection. There was also an Undergraduate Council vacancy to fill. Motion to approve by Senator Bell and second by Senator Jones. Passed.
- C. Academic Affairs
 - a. Progress report: Academic Misconduct Policy. The committee will recommend a change in the administrative office in charge, moving the administration to the Provost's Office. The committee's recommendation will also include the incorporation of graduate students under purview of the policy. A report and resolution will follow during the current semester.
 - b. Proposal for a broader discussion of Honors faculty status. Senator Bradley brought the report and resolution attached to the senate meeting agenda. Senator Bradley moved approval of the resolution with second by Senator Bell. Discussion followed.

Senator Johnson offered an amendment that the senate invite Director Scott to submit a position paper to the review group; the paper shall

outline the mission and function of Honors within the University supporting his request to remove the sunset clause affecting the search, hiring, appointment, probation, promotion and tenure of Honors faculty; and that the paper will initiate the broader university discussion that will be composed of written responses to the paper, in line with recommendations from Academic Affairs. Otherwise the functioning of the review group and subsequent considerations will be as envisaged in the resolution. Passed.

Senator Parrack and Senator Johnson moved and seconded that a second member from each college be chosen by election within each college from among the tenured faculty (in addition to the random draw of a college representative), for a total membership of thirteen. Motion failed. Senator Lance moved with second by Senator Wilmes an amendment to have the review group composed of one tenured faculty member elected from each college, the election to be conducted by senators from the respective college, plus a representative elected by the Honors faculty, for a total committee membership of seven. This amendment would effectively replace the random selection of committee members from the six colleges as proposed by Academic Affairs. The elections will be held expeditiously, in line with Senator Bradley's request that reports be prepared during the current academic year. The elections will be held immediately upon approval of these minutes (or their modification) by the senate at its next meeting.

Senator Bradley with second by Senator Parrack to call the question, passed without objection. Senator Lance's motion to amend passed. Amended main motion passed.

D. Faculty Affairs I

Travel money needs assessment and resolution. Senator Wilmes moved approval of the committee's resolution circulated with the agenda, with second by Senator Murray. Discussion centered on the fact that the issue is really faculty development and that the public will understand the issue better if it is presented in terms of faculty development. Motion and second by senators Bradley and Murray to amend the motion to change the terminology of the resolution to faculty development, passed. Discussion also pointed out that not much money would be found during the upcoming second year of the biennium; therefore the goal can be better stated as pertaining to the next three years (remaining second year of current biennium plus the biennium after that). Motion to amend by Holden/Lance to restate the resolution to achieve the budget goal over the course of the next three years, passed. Finally, motion by Boniecki/

Bradley that the amended resolution be referred back to Faculty Affairs I to elaborate supporting arguments for a specific budget figure to be included in the resolution, and to address the issue of all full-time faculty participation, passed. The committee will report at a future Faculty Senate meeting.

E. Faculty Affairs II

Progress report: Technology funding needs assessment and proposals.

In process. Chief Technology Officer John Gale will visit the senate at the November 13 meeting.

IV. Announcements and Concerns

- A. The next meeting of the senate is Tuesday, November 13.
- B. Senator Lichtenstein announced that the Night Owl Study Room is now operational in Torreyson Library as a separate facility. Its hours are Sunday through Thursday, midnight—7:00 a.m. A member of the library staff reporting to the Library Director staffs it. The room has a separate entrance, can accommodate a couple of dozen students, and has wireless and computer availability.
- C. Senator Murray: Healthy UCA is being cancelled.
- D. Senator Bradley: a health care accessibility crisis is emerging for many UCA staff as the University moves to a more costly plan involving 80-20 co-pay rather than the previous 90-10 co-pay. Chair agreed that the Fringe Benefits Committee should be challenged to address the health insurance issue once again.

V. Adjournment

Motion by Senator Murray with second by Senator Christman to adjourn, passed. Meeting adjourned 2:20 p.m.

Motion by Senator Mehta with second by Senator Christman to adjourn. Meeting adjourned 1:45 p.m.