

UCA Faculty Senate Minutes of Tuesday, April 13, 2010, 12:45 P.M., Wingo Hall 315

Members Present

- Business Administration: Bartczak, Bradley, Moore.
- Education: Albritton, Copeland, (Hebert - Absent Advised).
- Fine Arts And Communication: Burley, Castner Post, Rospert.
- Health And Behavioral Sciences: Fletcher, McCullough, Poole.
- Liberal Arts: Parrack, Spivey, Castro.
- Natural Sciences And Mathematics: Bratton G, Isom, Seifert.
- At-Large Senators: Acre, Bratton D, Jones, Lichtenstein, Ray, Schaefer.
- Senator For Part-Time Faculty: Runge N.
- Office Of The Provost: (Provost Grahn - Absent Advised), Young L.

I. Approval of Minutes from March 9, 2010 (attached pdf: senminutes030910)

MOTION to Approve, Copeland, 2nd Ray.

MOTION Approved, unanimous.

II. President's Report

A. Handbook Minutes from March 2 and 16, 2010 (attached pdfs: handbookminutes030210, handbookminutes031610)

President Parrack: Announcement of Spring 2010 Town Hall meeting to be held 4/29/10 at 140pm in Business Building 107.

President Parrack: Announcement of Faculty Senate luncheon with Dr. David McFarland (Strategic Planning consultant) to be held 4/15/10 at 1230pm in Student Center 223/224.

III. Committee Reports

A. Executive Committee

President Parrack: No report.

B. Faculty Handbook Committee: (Attached pdfs: chapter3reorganization2010, handbookresolutions041310)

1. Procedures for conflict of interest on college tenure and promotion committees
2. Change Adjustment and Credentials Committee to Academic Adjustments and Appeals Committee
3. New procedures for the appointment to the graduate faculty and change to the charge of the Graduate Council
4. New tenure-track Clinical Assistant Professor rank
5. Change Discipline Committee to Academic Integrity and Discipline Committee
6. Major reorganization with some minor revisions to Chapter Three
7. New section describing part-time appointments
8. Statement that non-tenure-track library faculty hold the rank of Instructor
9. New Visiting Lecturer rank
10. New Visiting Assistant Professor rank

Bratton G: Move to postpone consideration of the ten resolutions until our next meeting on 4/22/10.

MOTION to Approve, Bratton G, 2nd Copeland.

Copeland: Several department chairs have expressed concern about lack of time to consider [these resolutions].

Lichtenstein: Supports the motion presented by Bratton G. and Copeland. .

MOTION Approved, unanimous.

C. Salary Review Committee: Report on Summer Salary (attached pdfs: summer_salary_rept, summer_salary_review)

Bratton G: The Salary Review Committee did not receive this information in time to formulate recommendations, but will make recommendations in the 2010-11 academic year.

Runge N: The report does not compare us to our peer institutions.

Bratton G: This is the information that was presented by the Office of the Provost.

Bradley: We have worked hard to distance ourselves from schools such as Arkansas Tech University, Henderson State U, Arkansas State U., and U. of Arkansas at Monticello, but when it comes to salary, this is the comparison. It is time for us [UCA faculty] to stop being the "whipping boy" whenever money is needed.

D. Committee on Committees

Burley: No report.

E. Academic Affairs

Schaefer: No report.

F. Faculty Affairs I

Bratton G; No report.

G. Faculty Affairs II

Ray: No report.

IV. Announcements and Concerns

A. Next Meeting: Thursday, **April 22, 2010** at 12:45 pm.

B. Other Announcements and concerns

Copeland: When will election results for At-Large Senators be announced?

President Parrack: The results have been announced. The winners were Janet Wilson (Sociology) and Amber Wilson (Library). Results for college elections will be announced when all of those elections are completed next week.

Isom: Although some improvements have been made, the UCA homepage ads for summer school give the misleading impression that students may improve a GPA by staying at UCA for summer school because summer courses are less rigorous than fall and spring courses. This is false advertising and diminishes the education and learning mission of this university.

Young: Your concern will be communicated to the Provost.

Bartczak: Constituent concern.

[with regard to] "UCA purchasing two (2), 5-year old motor coaches for athletics @ \$250,000 each -yet 'we have no money'. Somebody attempted to justify the buses based upon the annual depreciation of used buses is 'almost as much' as UCA paid to rent buses over time. Somebody, conveniently, did not add in the cost of bus drivers, maintenance and fuel. All I ask is to see, openly, the cost justification for major purchases in light of budget cuts for every college within UCA."

Copeland: Constituent concern.

"Each year, the parking lot across the street from Mashburn is taken up first by students, then the band, and later in the year, the spring carnival. This year, even more has been blocked off (the cafeteria parking), reducing the number of spaces faculty/staff have to use. It seems grossly unfair and unequitable that those in the newly-constructed business building have 24/7 allocated faculty/staff parking spots simply because of the proximity to the conference center and AETN; however, Mashburn - also in close proximity to the HPER center, the Honors College, the cafeteria, and the student health building - cannot obtain similar parking allocations. I wish we would do more than merely discuss this fact, but actually check into the why's and how's and move to make this long-overdue correction!"

Runge N: Constituent concerns.

- 1) During the April Service Awards ceremony, there is always an outstanding teaching award, but why isn't there one for part-time faculty?
- 2) The salary stipend for part-time faculty needs to be increased. It has been flat for a long time.
- 3) The last increase, in 1995, was for \$600.
- 4) There is a need for a short, online class for students on Blackboard basics.

Bradley: With regard to UCA's loans to the Oxford American, their [Oxford American's] financial crisis resulted from an employee theft that was never fully prosecuted. The Oxford American is great journalism, but it is not UCA's responsibility to support it at the expense of our students and faculty. UCA should encourage the Oxford American to pay their outstanding balance in full, now. Considering the other problems UCA is facing, we should not be involved with financing the Oxford American.

Poole: Many of the issues that are brought up in Senate seem to be assigned to a committee but never resolved. Can we establish a procedure whereby issues that are raised in the current academic year are resolved before the end of the academic year?

President Parrack: The Executive Committee notes all concerns each fall, prioritizes them, and decides how to handle them. For example, parking issues are assigned to the Parking and Traffic Committee.

President Parrack: At this point in the meeting, we will return to the issue of revisions to the Faculty Handbook. However, we will not take motions on this issue. Will the chair of the Faculty Handbook Committee outline the proposed changes? After his statement, there will be an opportunity for questions. The resolutions will be brought back to the Senate at our next meeting, 4/22/10, as action items.

Kurt Boniecki, Chair of Faculty Handbook Committee: On behalf of the Faculty Handbook Committee, I apologize for the massive, ten resolution, re-write. Revising Chapter 3 has been a three year process. We wanted to get these resolutions to the Senate as quickly as possible and prior to the last Senate meeting of the 2009-2101 academic year. Questions?

Albritton: There are concerns about the Clinical Assistant Professor rank [resolution #4] being a tenurable rank.

Boniecki: This proposal came from the College of Health and Behavioral Sciences. It would be a benefit with regard to recruiting qualified faculty.

[additional comments and responses: Ray, Castner Post, Isom, Boniecki]

Castro: Why are Residential College Masters included in the section covering adjunct faculty, section 7b?

Boniecki: The Committee needs to look at this again. The goal of that section was to try to put into the handbook a description of existing practice; it was not an attempt to make a policy change.

Runge N: Why are part-time listed as not holding faculty rank?

Boniecki: They hold title, but rank requires evaluation of teaching, scholarship, and service. In the existing handbook, the term "appointment" and the term "rank" are confused. The Committee tried to tease them [those terms] apart.

Runge N: I am concerned that this could affect the benefits part-time faculty receive and/or do not receive.

[additional questions and responses: Runge N, Boniecki]

Rospert: I will email the Senate Secretary with a concern, received from three different constituents, regarding Residential College Masters.

Bratton D: Why are Library Faculty and Honors College Faculty and Graduate Faculty listed under "Special Faculty Appointments," but University College Faculty are not listed in this section?

Boniecki: They are not currently in the handbook, and the Committee addressed the material in the current handbook. The Committee did not take up new areas.

Fletcher: Has the Committee looked at other institutions that are heavy in the health sciences to see how they handle positions such as the Clinical Assistant Professor position?

Boniecki: I will need to do some checking with other committee members to answer your question.

[additional questions and responses: Fletcher, Boniecki]

Castner Post: Would it really be feasible for individuals at the Clinical Assistant Professor rank to work both toward promotion and toward completion of a PhD program at the same time?

Boniecki: There would be no requirement that these individuals seek promotion.

[additional comments: Boniecki, Castner Post]

Isom: Resolution #1, regarding conflict of interest, gives a lot of power to the College Tenure and Promotion Committee since they have the power to vote someone off the Committee. Therefore, there needs to be a very clear definition of conflict of interest.

Boniecki: This issue was considered.

Castro: The Undergraduate Studies Bulletin states that all standards related to retention are binding, but the proposed changes contradict this statement in the Bulletin.

Boniecki: I will bring this to the notice of the Handbook Committee. The Committee did not note the conflict.

Castner Post: If visiting assistant professors were required to have a PhD, recruiting for the Department of Writing would be very difficult. The applicant pool is small.

[additional response and comments: Boniecki, Castner Post]

President Parrack: Are there any comments or questions from our guests?

Catherine A Swift, Residential College Master: I am concerned about the placement of Residential College Masters in the revision, and I am glad it may be an oversight. [reads following prepared statement]

"Dear At-Large Senators and college of Liberal Arts Senators,

This plea is urgent and untimely. Untimely because we were just given notification of a proposed change in the Faculty Handbook to the status of Resident Masters from full time faculty to part time adjunct status.

We will be attending today's senate meeting to voice our concerns, but I thought you might want to know the following information.

There are currently 5 Resident Masters:

Dr. Kondwani Pwandapwanda, Short and Denny (Freshman)

Dr. Catherine Swift, State (Freshman)

Ms. Carey Voss, Hughes (Freshman)

Ms. Melissa Crawford (sophomore)

There is one Commuter/Non-traditional Master:

Mr. Philip Melton

And in the fall we will be adding the Resident Master for the new Science, Technology, Engineering and Math (STEM) at Arkansas.

Both Dr. Pwandapwanda and I have terminal degrees in Higher Education Administration.

Ms. Voss has a terminal degree in Fine Arts.

Mr. Melton has a doctorate of juris prudence.

Ms. Crawford is a doctoral candidate (ABD).

We are devoted to bringing academic focus to the residential colleges. Our jobs involve teaching in the classroom and anticipating, planning, conducting, assessing, and sometimes even finding funding for ACADEMIC activities for our vulnerable freshmen (and sophomore) population.

As a testament to the effectiveness for this academic support I can report that the aggregate GPA at State Residential College has consistently improved each year that I have been here; from 2.46 before I became RM to the current 2.60. This reflects true academic effect. Especially with SRC's high population of University College students. I cannot take complete credit, the Faculty Associates deserve a tremendous amount of credit, but we keep the programs and interest in academics in focus. This involves much more than just living with the students and baking cookies, this is effective early intervention. I think each of the current Resident Masters can give positive results.

I am addressing this to the senators from the College of Liberal Arts as well. Dr. Mehl and I have been collaborating on unifying the Global theme of State Residential College with student participation in the COLA's EDGE initiative. We are building sustaining relationships with service learning organizations in the community (Habitat for Humanity for example), and are attracting an international group of students as residents. The Resident Master program directly impacts the freshman student body that are considering a Liberal Arts major.

Please consider this request to challenge the revision to the status of Resident Master in the proposed Faculty Handbook. I hope to see you at the afternoon meeting.

Thanks,
Catherine Swift"

Jayne Stone, Director of Learning Communities: I have a prepared statement, but, since it is getting late, I will email it to the Secretary for publication in the minutes.

[received via email]

"Dear Faculty Senator:

Attached please find the statement I prepared to present at yesterday's Faculty Senate meeting. I very much appreciate being recognized by the President and for the role the Senate played in sending these concerns regarding Resolution 7 back to the Faculty Handbook Committee for review/revision. In my mind, the quick and decisive action of the Senate made my verbal address less necessary---which is why I elected to send (rather than read) this statement of concern.

Please do not hesitate to contact me for clarification and/or further discussion of this important matter. Your service to the faculty and to the University is greatly appreciated.

Thank you,

Jayne

P.S. This was also sent to President Parrack, President-Elect Burley, and Handbook Committee Chair Boniecki as per the Faculty Senate President's request.

[statement]

President Parrack, President-Elect Burley, Esteemed Senators, and Members of the Faculty in Attendance:

Thank you so very much for permitting me to address the proposed changes to the Faculty Handbook, specifically, Resolution 7.

UCA's Residential Colleges began in 1997 when a faculty committee determined that "most [first-year] university students have limited interaction with academe" and concluded many students view themselves as "sojourners" on the "receiving end of a passive-learning experience." This committee determined that retention and 6 year graduation rates—which lingered under and at 40% in the late 90s—could be vastly improved by modeling the residential college systems in place at Claire College (Cambridge), William and Mary, Yale, Rice, and other elite institutions. UCA's now nationally recognized model places a faculty member in-residence with roughly 200 first-year students. This faculty member, called a Resident Master, serves as an intellectual and personal role model—a faculty exemplar—promoting academic excellence in teaching and learning both inside and outside the classroom.

Thirteen years later, Resident Masters—in addition to their compensated teaching responsibilities—continue to live on-campus, hold the faculty rank of "instructor"—in fact, most have doctoral and other terminal degrees—apply for and receive grants, apply for and receive travel and professional development funds, mentor students, mentor other faculty, conduct research and present at national conferences, serve on numerous committees, serve as faculty advisors, supervise peer mentors, organize curricular and co-curricular (not extra-curricular) programming, are recommended for and receive merit pay, and lead service-learning, technology, and pedagogical initiatives. And as such they are rigorously evaluated on the scholarship of teaching, research, and service. To relegate these full-time faculty to adjunct status will demote them in the eyes of their peers and in the eyes of students, thereby preventing Residential Colleges from hiring high-quality faculty and irreparably damaging this academic program that has a

proven graduation rate 12% higher than students in comparable cohorts. Indeed, reducing the Resident Masters to adjunct status leads UCA in the unfortunate direction of an increased (rather than decreased) reliance on unsupported, part-time faculty.

On behalf of the Residential College program and in light of our commitment to a highest standard of undergraduate teaching excellence, I respectfully request that the words "residential college masters" be stricken from III B 3b—Resolution 7— and that the Faculty Handbook Committee specifically add " Residential College Masters" as a new item under the "Special Faculty Appointments" section (ideally as III C 3), using language similar to that used to describe non-tenure track library faculty.

Thank you for your time and consideration of this matter. JLMS"

Lichtenstein: [constituent concern received via email]

"I am concerned with language being introduced into the Faculty Handbook that will negatively impact UCA's nationally-recognized Residential Colleges Program and the faculty who live in-residence as part of this program. Since 1997, UCA has sponsored these "living/learning" communities, beginning with Hughes Residential College, then including State Residential College, Minton Residential College, Short/Denney Residential College, The Satellite Minton Commuter College, and, next fall, the S.T.E.M. Residential College. These residential learning environments have shown consistently higher GPAs and retention rates for the first-year students who participate in them, and much of that can be attributed to the faculty resident master who consents to reside in the hall with 200 freshmen each year, in order to model what it means to be a scholar and life-long learner.

The revisions being proposed to the Faculty Senate on Tuesday by the Faculty Handbook Committee *will reduce these faculty members to part-time "ADJUNCT" status.* For the past 11 years, Resident Masters have been 11-month, full-time faculty with half-time reassignment for administrative duties. The very first Resident Master was a tenured biology professor. In future years, I would hope that we could continue to hire well-qualified faculty, including current full-time non-tenured or even tenured or tenure-track faculty into these positions. Reducing this position to adjunct status will make it nearly impossible to fill these positions with solid, academically-oriented faculty who will serve as the strong role models we intended them to be. Please do not let this language be approved. I would ask that you motion to amend the revisions to:

1) strike "residential college masters" from III B 3. b., and

2) insert " Residential College Masters" as a new item under the "Special Faculty Appointments" section (ideally as III C 3.), using language similar to that used to describe non-tenure track library faculty.

Thank you for your consideration of this matter. I know this is "last minute" but the agenda items were not posted until this afternoon.

As reference, the revised section of the Handbook as proposed says:

3. Part-Time Appointments

Part-time faculty are hired to fulfill specific programmatic needs that are not being fulfilled by full-time (tenured, tenure-track, or non-tenure-track) faculty. Part-time faculty members do not hold faculty rank.

a. ****

b. Adjunct Faculty Adjunct faculty includes residential college masters, coaches, and full-time professional staff who may carry non-compensated part-time teaching responsibilities in a professional program. Adjunct faculty also includes faculty members paid per course and are not eligible for benefits. The university may extend adjunct faculty appointments upon recommendation of a department and with support of the appropriate dean and the provost. These appointments are may be non-compensatory, but do not preclude offering a separate temporary faculty appointment. Appointments are extended at the rank consistent with the persons' credentials.

Persons receiving such appointments may come either from outside the university or hold non-faculty appointments at UCA. Adjunct appointments may be granted for terms not to exceed three years, and significant contributions must be made to the university for reappointment. Adjunct faculty will be entitled to Torreyson Library privileges and to use the adjunct title with the rank bestowed for the period of appointment."

Ray: [constituent concern]

"The rumor is that master level instructors will be phased out over the next three years. Apparently there was 'a big meeting' in another department 'all about it'. Any truth to it?"

Rospert: [constituent concern received from three constituents]

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Runge N: My two biggest concerns over the past several years have been 1) the stipend for teaching a course has been unchanged for a number of years now, and even though the university budget remains tight, even in our better years the money hasn't been made available 2) during the service awards in April, there is always an outstanding teacher award given to a full-time professor. I am curious to see if other p-t instructors believe it's necessary to also have a recognition for part-time faculty, and I would be interested in the provost's opinion. I raised these two concerns with our last provost, but other than him thanking me for raising them, I am not aware they were discussed further.

- The last time Part-time faculty got a raise (\$600/ class) was in 1995.
- Gas prices are up and other prices have inflated but not even a 2.25 % (\$65/ per class) cost of living increase has been given to part-time faculty over at least 10 years! We are actually making less money now in terms of buying power.
- At many Junior colleges (e.g. Pulaski Tech), P-T faculty members don't have to pay for parking permits.
- Hendrix pays \$100/term/person to purchase cafeteria food even for Part-time faculty.
- All the Arkansas universities and colleges- except UCA and ASU- pay towards social security contributions for their Part-time faculty.
- Part-time Faculty members teach quality classes. If the department chair feels they don't, then they shouldn't be hired.
- At this time it seems one of the main concerns of Part-time Faculty members is that they are not respected at UCA.

[I will be unable to attend this meeting, but I do have one suggestion.] I teach a class comprised of a large number of non-traditional students. There are always several students each semester who do not know how to upload assignments or use the other Blackboard functions. We need a short online class or tutorial available for students who are new to Blackboard that will teach them Blackboard basics before they enroll in an online class."

V. Adjournment

MOTION to Adjourn, Isom, 2nd Ray.

MOTION Approved, unanimous.

Meeting Adjourned at 1:58pm.