

UCA Faculty Senate Minutes of Tuesday, 11/10/09, 12:45 P.M., Wingo Hall 315

Members Present

- Business Administration: Bartczak, Bell, Moore.
- Education: Albritton, Copeland, (Hebert Absent Advised).
- Fine Arts And Communication: Burley, (Castner-Post: Absent Advised), Rospert.
- Health And Behavioral Sciences: Fletcher, McCullough, Poole.
- Liberal Arts: Parrack, Spivey, (Castro: Absent Advised).
- 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.

I. Approval of Minutes from October 22, 2009 (attached pdf: senminutes102209)

MOTION to Approve: Copeland, Ray 2nd.

APPROVED, unanimous.

II. President's Report

A. NCAA Compliance Issues—Brad Teague and Bill Bandy (attached pdf: ncaacompliance111009)

Presentation by Dr. Brad Teague, Athletic Director and Dr. Bill Bandy, Faculty Representative for Athletics.

NCAA Compliance Issues:

- 1) NCAA Compliance language must appear in contracts, evaluations, and job descriptions for those outside of athletics who perform functions for athletics (Registrar, Admissions, Financial Aid, FAR). These positions don't currently have annual evaluations nor contracts. We will develop them.
- 2) Academic Support evaluation and assessment performed by someone outside of athletics. Jonathon Glenn has taken on this task. The NCAA recommends Dr. Glenn uses a team approach so that there is more than one person's opinion. Will work with Becky Rasnick and Dr. Glenn to begin this process.
- 3) The Gender plan needs to have input from more than one person. The plan is solid but needs to have input from a broad based committee. This plan then needs to be formally approved by the Executive Staff or Board of Trustees. Executive Staff will determine if Board approval necessary.
- 4) The plans for improvement for Graduation Success Rate and the Federal Grad Rates need formal approval by the Executive Staff. The plans will be reviewed by Executive Staff.
- 5) The Diversity Plan needs to be further developed in the areas of Partnerships and Programs & Activities on issues other than race and ethnicity. This will be further explored.
- 6) The Diversity Plan in regard to retention focused on the Student-Athlete. This needs

to be expanded to Coaches and Athletics Staff. Data will be gathered on the retention of Coaches and Staff.

7) The Diversity Plan indicated it would be biannually assessed and this needs to be done at least annually. Update the plan to indicate annual assessment. The plan will be updated.

Ray: Will the travel schedule for athletics improve as we continue with our Division One participation?

Teague: No, the schedule is set by the Southland Conference.

Burly: Will all UCA sports be Division One?

Teague: Yes, although for football, there are different divisions.

Runge N: What kind of revenue will likely be generated by our Division One activity?

Teague: With 17 sports at UCA, we are looking at \$400,000 per year.

Albritton: Will the student athletic fee likely be reduced?

Teague: No, and we are at \$14 per credit hour.

Fletcher: Has the University already paid the money we owe as a result of the settlement with previous marketing firm?

Teague: No. Also, the \$1,500,000 settlement was reduced to \$150,000.

B. Faculty Handbook Committee.

1. Minutes from October 2 and October 23, 2009 (attached pdfs: handbookminutes100209, handbookminutes102309)

2. Resolutions (attached pdf: handbookresolutions111009)

a. Membership of Budget Advisory Committee.

b. Definition of Vote for Tenure and Promotion.

President Parrack: Two resolutions have been approved by the Faculty Handbook Committee and forwarded to the Faculty Senate for consideration.

Resolution 1: "Membership of Budget Advisory Committee."

MOTION to Approve: Ray, Copeland 2nd.

Runge N: Who elects the membership of the Budget Advisory Committee, and why is there no representative for part time faculty on this and various other committees?

President Parrack: It varies by committee. Committee membership is often elected by full time faculty.

Burley: Some committees have terms of office that make it difficult to include part time faculty as committee members.

Runge N: Perhaps make one year appointments?

APPROVED, unanimous.

Resolution 2, "Definition of Vote for Tenure or Promotion."

Provost Grahn: Gave background and explanation.

MOTION: Schaefer, Bratton G 2nd.

APPROVED, unanimous.

C. Address to the Board of Trustees, November 6, 2009.

President Parrack: Referred Senators to Faculty Senate website. Main points of address were, 1) low faculty morale, 2) continuing decline in academic resources, 3) need for improved communication, 4) need to fully empower shared governance.

D. Correspondence and Updates

1. Academic Integrity Workgroup

Background information provided by Dr. Jonathan Glenn, Associate Provost.

Isom: Does this policy mean that a student could cheat four times and still be enrolled.

Glenn: Depending on the severity of the infraction, a student could be expelled after the first infraction.

General discussion.

President Parrack: One intention of the policy is to provide teachable moments.

Glenn: The important thing is that the policy provide for increased integrity on our campus.

President Parrack: Please send concerns and comments over next few weeks.

Provost Grahn: Very pleased with the way in which the reconciliation committee worked on this issue.

2. Budget Advisory Committee.

President Parrack: There has not been a meeting recently. UCA ended 10/09 with approximately \$18,000,000 cash in the bank. Our Interim Vice President of Finance, Dr. Alan Russell, is aggressively going after outstanding receivables, and this amount is approximately \$6,000,000.

3. University Privileges for Retired Faculty.

Provost Grahn: Retirees will be able to retain a UCA email address. Because of server capacity at this time, it is not feasible to grant i-folder space. With regard to departmental webpages, franking privileges, and departmental office space, these are departmental level decisions. However, with regard to office space, full time faculty should be given priority.

4. Honors College Scholarships.

Provost Grahn: We are required to comply with state mandated caps on the percentage of our e&g funds that go to scholarships (Act 323: To Limit The Amount Of Unrestricted Educational And General Tuition And Fee Income An Institution Of Higher Education Can Spend On Academic And Performance Scholarships) Since UCA did not cut any scholarships during AY 2008-2009 for AY 2009-2010, we have only two years to come into full compliance. We must be in full compliance by Fall 2013, which means that our full cuts in scholarship spending need to be in place for Fall 2012 viewbook. The following categories of academic scholarships have been cut back at UCA for the coming year: University, Deans, Presidential, and Honors College. Trustees scholarship, which require a higher ACT score than the median Honors College ACT score, were not cut, nor was the one National Merit scholarship (called the Foundation scholarship) offered by UCA. We have also reduced the number of transfer scholarships. Total dollar amounts available for performance scholarships have also been reduced for AY 2010-2011. In other words, the limitations on scholarship spending were applied across almost all categories. With regard to consultation with the Scholarship Committee, had I been fully aware that the Committee's charge included review of the total money in the scholarship budget and the manner in which that money is awarded, I would have consulted with the Committee, and I will do so in future. It is too late to make any changes this year for the coming year. With regard to the concerns of faculty about the reduction in Honors College scholarships, please bear in mind that the restriction applies only to publicly funded scholarships. Also, a reduction in the total number of publicly funded Honors College students does not mean that there will be a reduction in the quality of the Honors College program. Discussion ensued. The Provost answered a number of questions and offered additional background information."

III. Committee Reports.

A. Executive Committee.

1. Vice President for Administration search committee appointee: Bill Lammers.

MOTION: Burley, Copeland 2nd.

APPROVED, unanimous.

B. Committee on Committees.

1. Sustained Environment and Ecological Design: Ryan Fisher, Lynn Schaefer, Michael Yoder.

MOTION: Burley, Fletcher 2nd.

APPROVED, unanimous.

C. Academic Affairs.

Schaefer: In process of interviewing various people who have oversight over the areas this committee was asked to investigate.

D. Faculty Affairs I.

Bratton G: No report.

E. Faculty Affairs II.

Ray: No report.

IV. Announcements and Concerns

A. Interviews with Vice President for Financial Services Finalists:

1. DN: Friday, November 13th, 8:30am, Wingo 315.

2. AB: Tuesday, November 17th, 8:30am, Wingo 315.

B. Next Meeting: Thursday, December 10, 2009 at 2:00 pm.

(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.)

C. Other Announcements and concerns

Isom: Concern from constituent.

"Can't remember if I had already sent this, but it came back up when a student told me that they are now allowed get grade forgiveness for B's- maybe a rumor, but that will also increase the number of students retaking courses, which to be honest we don't physically have the space to offer additional seats.

Here are my other thoughts on students retaking courses.

Retaking a course is a privilege that we allow as sometimes the situation warrants it, such as extreme issues with a student's personal life, illness, death, etc. Or sometimes a student just bit off more than they could chew. College is not just a place to learn facts and figures but to also grow up. Thus we should allow students to make mistakes, learn from them and try again.

The issue arises when students 1) drop a course with a C or better because they want an A or 2) they take a course 3 or more times in an effort to obtain a C/D depending on the requirements of the course for graduation. When you have large numbers of these students in the class it takes

time away from the instructor, in the form of having to reteach the info again and again to those individuals rather than moving on to new students, the time it takes to grade sub par work over and over, and ultimately it requires additional seats in the courses to be added, sometimes constituting an entire extra section.

One solution to this problem is to limit the number of times a student is allowed to retake a course. This would encourage the students to realize this is a privilege, not a right and to engage in the course the first time around.

One issue that may arise from this is in an extreme situation where for example a student has chosen to retake a course and then the second time around that student does not feel that they can continue with the course perhaps because of health issues or a death in the family. In this case as faculty we can take advantage of the X grade or what I often refer to Incompletes. Many universities use these option in a much more formal way that we do. These are used for situations such as the above, they are agreed upon by the faculty member and student, there is then a formal signed contract detailing the requirements necessary for completing the class with deadlines. Upon completion the incomplete or X grade is then changed to an actual grade- with no detriment to the student. We already have this option in place, we can just take more advantage of it and perhaps formalize/regulate it, thus making it a viable option to dropping a course."

Fletcher: Concern from constituent.

"Questions & Concerns from several faculty in CHBS. Submitted by Senator James Fletcher.
11/10/2009

Concern #1: Academic Affairs budget

Background: In the minutes of the Budget Advisory Committee meeting on 9/29/09, when President Meadors was asked his opinion on the current budget allocations, the minutes state: "President Meadors did not have any major problems with the current budget, though he was concerned that perhaps Academic Affairs had a significantly larger budget to work with than some of the other departments/divisions did who also have immediate needs for that money." <http://www.uca.edu/facultysenate/documents/BAC/bacminutes092909.pdf>

Issue: The Academic Affairs budget is ~65% of UCA's budget. However, If UCA's scholarship expenditures are indeed included in the total budget of Academic Affairs, and if scholarship expenditures are ~\$20 million, then it would appear that less than 50% of UCA's budget goes directly toward academics & instruction. We urge the Faculty Senate to engage in dialogue with President Meadors and UCA Administration regarding removing scholarship expenditures from the Academic Affairs budget and then set goals and make plans for increasing the Academic Affairs budget to at least 60-65% of the university's budget.

Concern #2: Budget Cuts

Issue: Regarding the current budget cuts being made, the amount being cut from academics and the rationale behind the amount is common knowledge among the faculty. However, the amounts being cut from other divisions of the university and the rationale behind those amounts is not common knowledge among the faculty. We urge the Faculty Senate to engage in dialogue with President Meadors and UCA Administration to communicate this information in the spirit of transparency. Moreover, we ask 2 questions:

1. What effects do the current budget cuts have on plans having funds for a faculty salary raise and funds for cash reserve?
2. What effects do the current budget cuts have on the VP position that Jack Gillian is vacating since he is now the chief of staff?

Concern #3: Department Lab Fees

This academic year, rumors abound that some or all of the laboratory fee moneys assessed in designated courses in the CHBS are not being returned (deposited) into the budgets of the departments that generate the fee - - which would be a violation of Board policy 639. We urge the Faculty Senate to engage in dialogue with President Meadors and UCA Administration to clarify and explain this situation, in the spirit of transparency.

<http://www.uca.edu/divisions/admin/board/policies/639.html>

Comment: The faculty submitting these questions normally are not a disgruntled bunch. Morale everywhere is becoming an even more serious concern and total transparency and improved communication about these issues is needed, very soon."

Schaefer: Concern from constituent.

"I am writing to you in your capacity as Faculty Senators. Berdie Eubank's recent e-mail indicated that faculty advisors must now act as backstops for students on probation who have failed to attend any of the required workshops. Did the Faculty Senate have any such last-ditch sessions in mind when it recommended these workshops for students? I don't think that faculty should be expected to burden themselves with such tasks when students have been so negligent. And this at semester's end, when the crush of finals is a heavy enough load. Will UCA ever maintain its stated standards without backsliding and cost-shifting?"

V. Adjournment

MOTION to Adjourn: Fletcher, Ray 2nd.

APPROVED unanimous, 2:25 P.M.