

Minutes
UCA Faculty Senate
December 12, 2017
Wingo 315, 11 AM

Attendance:

College of Business: Lewis-p, McMullen-p, McCalman-p
College of Education: Feng-p, McClellan-p, Barnes-p
College of Fine Arts and Communication: Walter-p, Dahlenburg-aa, Talbot-p
College of Health and Behavioral Sciences: Demers-p, Morris-p, Lowder-p
College of Liberal Arts: Willis-p, Burley-p, Pauly-p
College of Natural Sciences and Mathematics: Bratton-p, Padberg-p, Peppers-p
At Large: Spivey-aa, Winden-Fey-p, Eskola-p, Bogoslavsky-p, Forbush-p, Wilson-p

FS President Duncan-p, FS Vice President Mehta-p, President Davis-p, Interim Provost Hargis-p

Guests in Attendance:

Dr. Victor Puleo, Chair of Employee Benefit Advisory Committee
Dr. Ed Powers, incoming Chair of Employee Benefit Advisory Committee
Dr. Tammy Rogers, Chair of E-FIRM Department, College of Business
Diane Newton, Vice-President of Finance and Administration
Dr. Lesley Graybeal, Vice President of Staff Senate

Introduction Items:

- I. Comments – President Davis
 - a. With regards to equity and market data pools, BOT is very hopeful that we can get all three groups (faculty, classified staff, and non-classified staff) gap closed. Looking at different options and how to manage that systematically.
 - b. ADA issues with the Farris Center came up in earlier meeting (specifically with regards to Bear Facts Day)-we have challenges there and they need to be addressed.
 - i. Senator Winden Fey-Old Main is supposed to be compliant, but have student in wheel chair that cannot get to bathroom.
 - c. Interim CIO-currently in negotiations with person for a 9-12 month transition period to help with change management organizational re-thinking. Looking to make an announcement about this toward the end of this week.
- II. Comments—Provost Michael Hargis
 - a. Faculty Workload-discussions have been on-going (input from Faculty Senate, Council of Deans, and Academic Council). Current process is working. Chairs make decisions based on faculty they have (recognizing teaching, research, and service obligations). Chair makes recommendations to the Dean. Dean submits recommendations to provost. This has been going on for 4-5 semesters with some

- slight modifications as needed. This is a decentralized model with very little top-down direction given. Discussions with chairs and deans seems to be working.
- b. Admissions and Recruitment-
- i. First Time Full-Time (FTFT) undergrad students-(has been UCA's primary target) are coordinated through admissions office by Director of Admissions Courtney Bryant). There are two target approaches, on-campus and off-campus events. On-campus events are things like Honors Day and Bear Facts Days. Also involved are campus tours (some scheduled in advance but very often these are spur of the moment). Sometimes need to set up meeting for prospective student on very short notice. Also have off-campus activities. There are the high school fairs across the state, and we hit them all. All colleges usually send a rep or two. Sometimes we have 10-14 UCA people (that can be enough sometimes, but not others). Can be difficult to predict attendance numbers for these.
 - ii. Transfer students- in the undergraduate-age range have interests like FTFT but have some semesters elsewhere. Transfer services unit operates within the advising center. Brian Corbin and others coordinate activities on-campus and off-campus. Two plus two agreements (strong agreements with community colleges for courses to transfer). Our transfer student population has grown recently.
 - iii. Three populations grouped together addressed in non-centralized way-Graduate programs, online programs, non-traditional adult learners (these can be at various stages-undergrad, post-baccalaureate, etc.). Individual departments identify recruitment strategies and implement those themselves with support as requested (decentralized). Chairs and directors actively monitor program enrollment management (word of mouth, recruitment fairs, etc.). There will be decrease in number of high school students graduating in AR.
- c. Position requests for faculty lines-each semester department chairs know class populations, adjuncts needed, overloads required. So, first step is for chair to make request based on the data they have. Initially they have to make decision Tenure Track, Non-Tenure Track, or Visiting. TT or NTT should both have academic freedom protections. Request is sent to College Dean. Deans gather all requests from college and forward to Provost. If needs new money, then Provost goes to SBAC. After request is categorized at SBAC, then it goes to UCA Executive Staff. Tough decisions are made at this point. Money gets moved around. Adjunct requests are handled differently. In the spring will have Fall 2017 numbers to share.
- i. Senator Morris: Faculty workload disagreement. I was chair of taskforce for 1.5 years. We do not define workload for faculty. In the Faculty Handbook there is one paragraph on teaching load. We should more clearly define this as an institution. Many faculty believe their workload does not align with the tenure and promotion requirements. We did a survey in Spring 2017, and those results have not been released. Workload determination still seems very centralized. We should release the results of this survey (number of hours

worked, micro and macro management, etc.). I request for the faculty to be provided with this information from the survey in Spring 2017. This information should be released. Are we discussing with faculty what workload looks like for them?

1. Provost Hargis: This is the first request I have had for this information.
2. FS Pres Duncan: To clarify, Senator Morris is referring to the faculty workload taskforce which is separate/independent from Faculty Senate.
3. Senator Forbush: I have never done a survey and sent raw data back to takers of survey. Raw data is not helpful. Should send the recommendations based on this data made available to those who took survey. What we want to create should be what is disseminated. We discussed workload in FS two years ago and it was not productive. We want to get updated language in handbook for how departments work on this, that would be preferable.
4. Senator Morris: This is not raw data. Survey summary is not raw data. It is primarily percentages and descriptive statistics. I do concur on overall work load definition. Boise State has a numerical model that is very useful. Agree that there needs to be something in the Faculty Handbook.
5. Senator Lowder: There can be a huge difference in time components for different types of classes.
6. FS Pres Duncan: Discussion has moved away from our agenda today. There is a separate conversation that can happen between committees, Faculty Handbook, etc.
7. Senator McClellan: Can I get a clarification? Am I to tell constituents that the process working through the chairs is fine and that is what we will continue in this manner?
8. Provost Hargis: To my knowledge it is working. If there are specific issues then bring those forward. We need to know what is not working. Process appears to be working, recognizing the process of things faculty do (scholarship, teaching, service). The report by the Faculty Workload Task Force was never agreed upon by the entire task force. There was not a unified report, several reports were submitted. The task force is not meeting together as a group. We are on par with our peers in the area of workload, but not up to the level of aspirants.
9. Senator McClellan: So, there were no recommendations?
10. Provost Hargis: The report did not contain a recommendation from the task force.

III. FS President Updates

a. Report on SBAC

- i. Please see file [SBAC Base Budget FY19 Recommendations12-12-17](#) on FS website.
- ii. Also information is available on SBAC website.

- b. Follow up to Tenure at U of A Resolution
 - i. Please see file Follow up to Tenure at U of A Resolution 12-12-17 on FS website
 - ii. Submitted the resolution to the relevant parties. It was featured in Dem-Gaz over the weekend.
 - c. UCA Board of Trustees Meeting Follow-Up
 - i. Expressed continued appreciation for support of our current tenure standards.
 - d. RFPs are out for Wellness Firms Pricing. That information cannot be disseminated because of state contract regulations (via Graham Gillis). Will be available after the full process, but parts could still also be withheld.
- IV. Subcommittee Reports
- a. Covered at last called meeting 11/30/17-Please see various appropriate files from 11-30/17 on FS website.

Invited Guests:

- V. Wellness Committee Updates—Alicia Landry (Will attend in January-out due to family emergency).
- a. Please see file Wellness Committee Updates 12-12-17 on FS website.
- VI. Employee Benefits Advisory Committee (EBAC) Updates—Dr. Victor Puleo, current chair and Dr. Ed Powers, incoming chair.
- a. Please see file Employee Benefits Advisory Update 12-12-17 on FS website.
 - b. Summary-some things went directly to BOT without coming to EBAC, this was an oversight and not malicious. This was discussed and should not happen in the future.
 - c. Working group is going to look at wage based premium payment structure (not flat rate). This would be more equitable for lower paid employees.
 - d. Proposal possible for pharmacy benefit management (going outside of United Healthcare) this could possibly cause minor disruption and will be examined more closely.
 - e. It is important to get numbers on how much UCA spends on individual benefits (Also good for individuals to have this education/information).
 - f. Health insurance-the committee was presented with claims history, we are spending a lot on pharmacy.
 - g. If participated in Be Well, the only group that saw increase was Family Plan and that was about \$8/month.
 - h. Stephens Insurance is our current benefits consultant. We will be putting out an RFP, Stephens may apply and possibly continue.
 - i. RFP for online benefits management program.
 - j. FS President Duncan: Constituent asked about changed in Dental Plan for “at risk individuals.” Could you elaborate?
 - i. Dr. Puleo: Dental plan will now pick up extra visits for at risk individuals (diabetes, pregnancy, heart disease).
 - k. Senator Forbush: Some people are asking about this same sort of thing for Vision Plan. Is that possible?

- c. Dr. Rogers: Requesting conversion of Tenure Track line to Non-Tenure Track. Looking for someone to focus on classroom instruction and Director of Center for Insurance and Risk Management. Insurance is highly specialized, with lots of licensing requirements. We need faculty members who have met these requirements and who can facilitate internships for students (networking necessary at state and national level). Position has a significant recruiting element. Need professional expertise and experience-this would be called clinical faculty in some of the other colleges. Need master's qualified with extensive real world experience. Practitioner status preferably in state of Arkansas. Lecturer fits these requirements.
- d. Lecturer count for COB: Accounting 3, Marketing 3, MIS 2, EFIRM has 1
- e. Senator McClellan: How many students in program?
 - i. Dr Rogers: Approximately 80 students (three faculty total- two tenure/tenure track and one non-tenure track).
 - ii. Provost Hargis: These faculty teach electives for non-insurance majors so cannot do a straight comparison for faculty to student ratio.
- f. Senator McClellan: What is the load for tenure track faculty?
 - i. Dr. Rogers: 3/3 on paper-but current faculty member was teaching overload (also not counting internships).
- g. Senator Lowder: Is it common for NTT faculty to seek grants and outside funding?
 - i. Dr. Rogers: Yes.
- h. Senator Burley: CLA cannot get TT lines. Can we get the money you are giving up with this line conversion?
 - i. Provost Hargis: This money is going back into the line (really not much difference).
 - ii. Dr. Rogers: NTT lines within colleges vary significantly. We have a limited pool of potential applicants in this area.
- i. FS VP Mehta: John Bratton was director, how will that role be covered?
 - i. Dr. Rogers: Yes, this position will be the Director of Center for Insurance and Risk Management.
- j. Senator Eskola: I am saddened by differentiation between TT and NTT. This is the same thing we see in Athletic Training. Different colleges have different needs and CHBS needs clinical faculty in NTT lines.
 - i. Dr. Rogers: Yes, workload is different and distributed differently. This is what our program really needs at this point. (master's level or JD with appropriate licensure).
- k. FS Pres Duncan: We will hold this vote electronically and will write the letter next week. I ask that a senator make a virtual motion via email to get the process started.

Action Items:

- IX. Approval of Minutes (11-30-17)
 - a. Motion to approve by Senator Lowder, Second by Senator Eskola.
 - i. Motion passes.
- X. Constituent Concerns

- a. *I have reviewed the proposals and supporting documents from both the Faculty Salary Review Committee and the Staff Senate Compensation Committee and I find myself a little confused. It appears that both committees were tasked with assessing the past year salary proposal and measure the results as well as to develop a future five-year salary plan. Obviously the Staff Senate Compensation Committee was charged with completing these tasks for the staff and the Faculty Salary Review Committee was charged with completing these tasks for faculty. However, the reports and results are significantly different. I have the following questions: (1) Was the Faculty Salary Review Committee given a different task than the Staff Senate Compensation Committee? I can find no evidence of a future five-year salary plan in the faculty final report. The faculty report mentions "normal application in appropriate years" but as a relatively new faculty member I have no idea what that means. (2) I also need further clarification of how the computations were calculated and what they mean. If I am reading the report correctly, the difference between CUPA salaries and UCA faculty salaries in Fall of 2016 was \$2.751 million on an annual basis. While a phased system was recommended over an unspecified amount of time utilizing both an equity pool and merit allocations, I do not understand how the allocation of \$393,102 in the first year of a phased raise would increase all faculty to the 85% of CUPA median mentioned in the report. It is also not clear when this "first year of a phased raise" would take place or how it fits in a larger sequenced plan to increase faculty salaries to the CUPA median. (3) My final question is the Committee Recommendations for Faculty Senate Salaries 2018/19 and After the final version of this report? I could not help but notice the detail, depth, and professionalism of the Staff Senate Compensation Committee's Proposal. It was clear, concise, and comprehensive. The tables clearly articulated the results of their assessment and their recommendations. Is it too late for a report in similar format and with similar data to be created to represent our UCA faculty? While I appreciate the hard work that was surely completed by the Faculty Salary Review Committee, I am not sure the report adequately reflects their overall effort and results.*
- b. *I would like for someone to address the SBAC proposal for faculty raises. The proposal for faculty was vague and lacked specificity about proposed number of years for these raises (it just said "for a number of years") as well specifics on the percentage we are asking for each year. The proposal for staff was very detailed and data driven. I would like to see the faculty proposal be as detailed and professional as the staff proposal.*
<http://uca.edu/sparc/files/2017/10/SBAC-Base-Budget-FY19-Recommendations.pdf>
- c. *Should 9-month faculty have summertime administrative responsibilities that are not related to their teaching yet part of their assigned workload? In my case, these responsibilities must be & can only be attended to in the summer months. Thank you.*
- d. *Senator Morris: Concerns about Faculty Salary Review proposal to SBAC. Does not seem to be achievable. Staff put together rigorous proposal, the faculty's is much different.*
- e. *Senator McCalman: Because of the transitional reporting timeline in 2017, and the*

- f. accelerated on this year, little changed in the short time between FSRC reports. The committee used updated data provided by Institutional Research, and gave recommendations for merit and equity, overload, and library faculty pay. We recommended a phased increase to bring full-time faculty salaries in line with CUPA data.
- g. Senator Eskola: Constituent/student concern about Farris Center hosting Bear Facts Days. Farris Center is not ADA compliant. Understand it was grand-fathered in because of when it was built, but we should bump up the priority on renovating Farris Center to be compliant.
- h. Senator Barnes: Constituents want feedback on where we are with process of possible tenure for clinical faculty.
- i. Senator Forbush: Chairs of CHBS have concerns about requirement for full professor. Difficult to define “comprehensive knowledge” required to be full professor.
- j. Senator Morris: Concerns about infrastructure: crosswalks and sidewalks.

Reminders:

- XI. Google Form for Constituent Concerns, let people know follow-up
- XII. Next Senate Meeting—Scheduled for 1/9/18, two days before classes; electronic approval of FAII move on committees in Handbook?
- XIII. Faculty/Staff Senate Office hours 12:30-1:30 @ Blue Sail 3rd Tuesdays
- XIV. Planning Spring 2018—No courses at 2:40