

Minutes
UCA Faculty Senate
April 10, 2018
Wingo 315, 12:45 PM

Attendance:

College of Business: Lewis-p, McMullen-p, McCalman-p
College of Education: Feng-p, McClellan-p, Barnes-aa
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-aa, Padberg-p, Peppers-p
At Large: Spivey-p, Winden-Fey-p, Eskola-aa, Bogoslavsky-p, Forbush-p, Wilson-p
Part-Time: Topich-p

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

Invited Guests:

Diane Newton, VP of Finance and Administration
Mike Lloyd, Interim Chief Information Officer
Diana Burroughs, Staff Senate Representative

Introduction Items:

- I. Comments – President Davis
 - a. Out attending Higher Learning Commission Conference

- II. Comments—Provost Michael Hargis
 - a. CLA Dean and Associate VP of International Engagement searches are getting close to on campus finalist interview stage. Aiming for the last two weeks of April. Want to ensure have them while faculty and students are still on campus. Interview schedules will be distributed via email soon.
 - b. Senator McMullen: Three finalists scheduled for Dean of Students. Open forums are as follows:
 - i. Dr. Danny Glassman 4-12-18 1:30 COB Auditorium
 - ii. Ms. Kelly Owens 4-18-18 1:30 Wingo Boardroom
 - iii. Dr. Heather Webb 4-20-18 1:30 Wingo Boardroom

- III. FS President Updates
 - a. Follow-up to suggestions re: website and constituent concerns
 - i. Statement from last meeting was my thoughts and opinions.
 - ii. Updated language on Google Form is as follows, “PLEASE NOTE: All forms of communication with the UCA Faculty Senate are a matter of public record and are subject to the state's Freedom of Information Act (FOIA). More information about this can be found at http://c.ymcdn.com/sites/www.arkansaspress.org/resource/resmgr/files/FOIHandbook_18thEd.pdf. Also, it is important for UCA faculty constituents to

remember that civil, inclusive, and respectful discourse are important in precipitating change. Thank you for engaging with us in the shared governance process.” Continuing previous language is as follows, “Please tell us about your concern. All constituent concerns will remain confidential, unless the constituent signs their name to the end of the concern and specifically states that they want it included in the minutes. Constituent concerns submitted here will be recorded verbatim in the meeting minutes. Thank you.”

- iii. Updated language to be used in minutes is as follows, “Constituent Concerns- Please note that recording these concerns is an integral part of the role Faculty Senate plays in shared governance at UCA. Acknowledging our constituents' concerns verbatim allows their voices to be heard, though it is important to understand that recording a constituent concern does not equate to Faculty Senate endorsing the position stated in that concern. Additionally important to note: all concerns submitted are public documents under FOIA guidelines, with certain FERPA, HIPAA exemptions. We encourage faculty to be mindful of the public nature of concerns, and the role of conveying concerns through Senate. In the minutes, these concerns are captured in two main ways: in plain text, identified with the particular senator who presented the concern on behalf of constituencies; or, in italics, to identify a concern submitted online to the Executive committee via Google Forms.”
- b. Letter from Senator Lowder
 - i. Please see file Senator Lowder Letter 4-10-18 on FS website.
- c. Dissemination of bylaw suggestions from last year’s senate
 - i. Please see file Bylaws Draft Edits April 19 2017 Highlighted Changes (1) on FS website.
 - ii. One FS subcommittee had worked on this in the 2016-2017 FS year and it never got approved. This might be a good segue into the fall FS retreat. Might consider this then and take up as first order of business. Not an action item for us, but informational content.
- d. Discussion of Senate Retreat
 - i. Senator Forbush: Trying to work on Fall Calendar. President is working on new initiatives for Welcome Week and Fall Convocation (probably on Wednesday of Welcome Week). Looking to try and do FS retreat on Tuesday afternoon of Welcome Week. Expect something similar to FS meeting 1pm-5pm-ish.
 - ii. Senator Burley: What do we know about Monday-Wednesday schedule of Welcome Week?
 - iii. FS Pres Duncan: Wednesday morning is the projected time slot for opening faculty convocation and this would push back college and department meetings. This is not finalized yet, but has been the discussion of president/provost, etc. Any other ideas, please pass those along to Senator Forbush and VP Mehta.

IV. Subcommittee Reports
a. Faculty Affairs I Report

- i. Please see file Faculty Affairs I Committee Report 4 on FS website.
 - ii. FS Pres Duncan: As of this morning, the BOT will be considering phased retirement at May meeting. It has been submitted to agenda, but that has not been finalized. Likely will be considered by BOT as a policy change.
 - iii. Senator Willis: Wanted to move quickly on the “3 and Out” rule. Requested data from last 5 years from Provost Office. Strange imbalance in number of requests and pattern of requests. Data suggests unfair application of “3 and Out” rule with CFAC. Trying to get more information from chairs and deans. Might be breakdown in communication, so that requests for conversion to permanent positions are not being passed up the line. Want to do more investigation.
 - iv. FS Pres Duncan: Thanks to IR for getting the data about faculty lines to us. Data is key to making decisions.
 - v. Senator Forbush: Will data from IR be made available to rest of FS?
 - vi. Senator Spivey: We had to get approval from legal counsel to get it. Seems like it is all FOI-able. We could probably distribute it.
 - vii. Senator Willis: Not trying to be secretive, unsure if there is a pattern until we get more information.
 - viii. Senator Burley: Position requests are about priority, data shows priority is replacement positions. New positions have fallen way off in last 5 years.
 - ix. Senator Walter: Some positions were frozen also and that might be affecting it.
- b. Faculty Affairs II
 - i. New task of website clean-up and archiving materials.
 - c. Academic Affairs
 - i. Senator Morris: Survey is still open until Friday. Would be great if could have 50% response rate. Will have report for next meeting.

Invited Guests:

- V. Financial Report—VP Diane Newton (1:20)
 - a. Please see file Fac. Senate Budget PP 4-10-18.ppt on FS website
 - b. Main objectives-cautious optimism, focus on student success, maintain stable reserves, and minimize financial impact to students.
 - c. State legislature mandated tuition freeze (but not fees) which had an impact
 - d. Top priorities-student success initiatives, technology refresh, maximize scholarship options, address market compression for employees, and address rising facility costs
 - e. Student fees-addressing additional costs in this way. Looking at raising following fees: facilities (current-\$12.5 proposed-\$14.25), technology (current-\$7.5 proposed-\$12), and health fee (current-\$65 proposed-\$75).
 - i. Senator Walter: What does “Technology” cover?
 1. VP Newton: Means that it is directed toward technology budget line. About \$1.3 million. We have a very small fee compared to our peers.
 - ii. Senator Morris: The money that we see increased these fee areas will be earmarked for these specific programs. What will the health fee target?
 1. VP Newton: Supporting the Student Health Center means better health and wellness for students which increases student success.

- iii. Senator Duncan: SGA has done an analysis of these fee changes and supports them.
- f. Total 3.74% increase in fees for students. With proposed increases we would stay right where we are in the middle of the pack, which is about where we want to be.
- g. Proposing 4.5% increase in room rates. Will be updating residence halls (mostly bathroom facilities) on a cycle over the next several years. With board rates, we are the least expensive in the state.
 - i. Senator Walter: Will we be losing the number of beds with these renovations?
 - 1. VP Newton: No, will just be transforming the bathrooms from community to individual.
 - ii. Senator Morris: Are we marketing this properly? As a parent, I would be wondering about that.
 - 1. VP Newton: This is important to message properly. Will want to work with Associate VP Madsen on that for marketing.
- h. Salary support- will be coming from productivity funding (RSA increase \$531,147 and one time state incentive funding \$64,895) and investment money.
 - i. Senator McCalman: Salary compression is part of equity.
 - 1. VP Newton: Equity and compression is what President Davis calls it.
 - 2. FS Pres Duncan: Want a 70% benchmark (those faculty making less than 70% of market average). President wants to make distinction of compression/equity and merit. May want to ask him for definition at next meeting and follow up.
 - ii. Senator Morris: What was \$125,000 number for.
 - 1. VP Newton: Going to use this amount and look at those making less than 70% of market average and trying to help them as we can.
- i. Have 1.9 million in academic scholarships not covered for the fall, so that will be funded out of end of year money from this year
 - i. Senator Morris: Why is there not a ranking system?
 - 1. VP Newton: Money is already budgeted
 - 2. Senator Morris: So, you have budgets 1 position at \$130,000 and market compression at \$125,000 for all faculty across campus.
 - a. VP Newton: Not looking at the amounts. Looking at what we have to do. With that position we are replacing what was already there.
 - b. FS Pres Duncan: This is already in the budget. Ranking takes place during the SBAC process
 - ii. FS Pres Duncan: Question about the Conductor Budget? This was presented as constituent concern.
 - 1. VP Newton: That is funded with temporary one time money. It is a contract with 3 years left on it. We do not know what the future will be with it. Have left it in temporary funding. Amount may change in future years.
 - a. Senator McClellan: Conductor seems to have raised a lot of money-will they be self-sufficient soon?

- b. VP Newton: They raise money, but it also requires a lot of money to sustain, so there is not timeline right now for self-sufficiency.
 - 2. Senator Padberg: What is Conductor?
 - a. VP Newton: They operate our maker space facility. Founded by a group called Start Up Monkey.
 - b. FS Pres Duncan: They support entrepreneurial work and technological innovation. Also available to community but affiliated with us and working with some students on projects.
 - iii. Senator Winden Fey: Director of Student Success (myself) did not know we had that fee. Is it something else that has been renamed?
 - 1. VP Newton: That is the combination of writing center fee and tutoring fee.
 - 2. FS Pres Duncan: That rebranding/change has also been approved by SGA.
- VI. Update on IT—Mike Lloyd (1:40)
- a. Thanks for having me. As VP Newton mentioned. We will have \$1.3 million revenue from technology fee. \$300,000 for UCA Online. \$660,000 for run rate (regular operating budget). Leaves \$335,00-350,000 in reserves. This will be used for the technology refresh perspective.
 - b. Key initiative will be network refresh. Adaphia will be doing 3rd party independent review. This will be a 6 week assessment.
 - c. Will use debt service for network upgrade.
 - d. Launching TeamDynamix this month. Deals with transparency and service requests. Ticketing and tracking requests. Will show status of what is going on and what stage of the process something is in. Will provide good metrics and allow to make better decisions.
 - e. Help desk support-looking to innovate (work in progress). Want to expand coverage adding weekend hours both Saturday and Sunday.
 - f. Lots of issues with BlackBoard being dealt with at the Help Desk and want to work on that.
 - g. No one seems to like BB 24/7 support. It is not a good use of money. Want to terminate that contract and invest that money internally to provide better assistance for faculty.
 - i. Senator Lowder: How much did that contract cost?
 - ii. CIO Lloyd: \$20,000 yearly.
 - h. Tonya McKinney looking to have office hours some place on campus so that people can get help without having to get all the way to Burdick.
 - i. IT team training-working to enhance support for Apple products. Security awareness, customer service management. CBTs (computer based training) to be made more widely available.
 - j. ITAC meeting-Possible to scan every IP address for virus and malware and can block those that are dangerous. When there is a false positive there will be an IT point person for override. More information will be pushed out via email.
 - k. Senator Pauley: What is PCI compliance?

- i. CIO Lloyd: Financial services compliance.
- l. Senator Pauley: What is Adaphia?
 - i. CIO Lloyd: They provide network security. A local company with robust network engineering.
- m. Senator Pauley: What does SPSS license refer to?
 - i. Lloyd: University has purchased 100 licenses that can be used simultaneously.
- n. Senator Pauley: Please define run rate and run rate dollars.
 - i. CIO Lloyd: Just our operating budget.
- o. Senator Morris: What is the organizational structure for how IT and CTE work together? At most universities faculty create content (we are experts) but not technology experts who know best way to get that content out. Here we are asked to be expert in both content and technology. CTE is supposed to help us be better teachers, but they are often working with us on that technology aspect as well. Is there possibility in future that we could create content and get more IST help with technology.
- p. CIO Lloyd: Will be working closer on this. All of division took a vote on the name. Unanimous division wanted to be call IT not IST
- q. CIO Lloyd: IT should be training on all things enterprise software. When get outside of some of these basic softwares, departments have been handling this training. Difficulty of knowing where the is line between content expertise and technology needs. Definitely will be getting Tonya McKinney together with Amy Hawkins to work on some stuff. Know that there is a gap and needs to be addressed. Push agenda to go deeper into application side
- r. Senator Demers: CTE is instructional designers. Need better marriage of those things and crossover between IT and CTE. Maybe more instructional designers.
- s. Senator Lowder: Plagiarism continues to be problem. Blackboard's detection tool is not good. Some faculty use Turn It In. Could we look into what other options are that we might use?
 - i. CIO Lloyd: Might be good to do a survey and see what other options are out there. Would be happy to work on evaluating and investigating what might work.

Action Items:

- VII. Approval of 3-29-18 FS Meeting Minutes
 - a. Motion to approve Senator McCalman, second by Senator Padberg.
 - i. Motion passes
- VIII. Resolution to Commend UCA BOT—Senator Lowder
 - a. Please see file Resolution on Commendation for the UCA Board of Trustees Support (1) on FS website.
 - b. Motion by Senator Forbush, second by Senator Lowder
 - i. Senator Burley: Find it odd to thank the board for not considering taking away our rights. Seems weird to say “thank you for not acting in what is not our best interest.” A lot of the issues were about the process that U of A did (there were multiple violations).

- ii. Senator Pauley: If group a does something bad and group b does not then group b does not need to be commended for that.
 - iii. Senator Burley: Is there something else we can do instead?
 - iv. FS Pres Duncan: We do not always need to consider resolution with whereas clauses. Can just include the resolved clauses, if we wish.
 - v. Senator Forbush: Second resolved clause states what we would want to send forward, we could strike all but that. Wanted to go with Senator Lowder's intent and could take that part and send it forward.
 - 1. Senator Burly: I like that option.
 - 2. Senator Demers: Do we really need a resolution for this?
 - a. FS Pres Duncan: I can and will make this commendation at May BOT meeting. Or we can modify this.
 - vi. Motion to strike all but last resolved clause and remove reference to letter by Senator Burley, second by Senator Demers.
 - 1. Motion passes.
- IX. Motion to suspend the rules to consider by Senator Demers, second by Senator Morris (motion passes)
- a. Please see file Resolution on Starbucks entry_04_10_18_final-Amended on FS website
 - b. Senator Padberg: This issue was brought forward by library faculty, and this is a resolution indicating support for library faculty position. All feedback received from CNSM constituents supports it.
 - c. Motion to approve resolution by Senator Padberg, second by Senator McMullen.
 - i. Senator Morris: Starbucks is very noisy. Could hear all of the machines and it was horrible.
 - ii. Senator Winden Fey: The flow of people through there is also terrible.
 - iii. Senator Forbush: Would like to amend the final resolved clause changed (second by Senator Padberg)
 - 1. Felt original was inflammatory and this is a simpler statement. Goal to not disrupt academic environment and that is what is highlighted.
 - 2. Senator Winden Fey: Original statement was too specific, but now it seems not specific enough.
 - 3. Senator Lowder: A business should not dictate how a university is run just because they want to make more money.
 - 4. Senator Morris: That is exactly right.
 - 5. Senator Walter: Some students like noise, has SGA weighed in?
 - 6. FS Pres Duncan: Both staff and SGA have raised concerns, but no formal resolution yet
 - 7. Senator Pauley: Appreciate wanting to be diplomatic, but I think FS may be over-cautious with suggested changed wording. Aramark is a tough Philadelphia company and this wording would not upset them.
 - 8. Senator Forbush: The whereas clauses would stay, just the resolved clause proposed to change. Felt that being prescriptive was being restrictive.

9. FS Pres Duncan: Space changes have been approved, now just a matter of the design of that space.
10. Vote on amendment to resolution.
 - a. Amendment passes.
- iv. Motion passes.

X. **Constituent Concerns- Please note that recording these concerns is an integral part of the role Faculty Senate plays in shared governance at UCA. Acknowledging our constituents' concerns verbatim allows their voices to be heard, though it is important to understand that recording a constituent concern does not equate to Faculty Senate endorsing the position stated in that concern. Additionally important to note: all concerns submitted are public documents under FOIA guidelines, with certain FERPA, HIPAA exemptions. We encourage faculty to be mindful of the public nature of concerns, and the role of conveying concerns through Senate. In the minutes, these concerns are captured in two main ways: in plain text, identified with the particular senator who presented the concern on behalf of constituencies; or, in italics, to identify a concern submitted online to the Executive committee via Google Forms.**

- a. FS Pres Duncan: Constituent concern about working with Human Resources to announce employee deaths.
- b. Senator Morris: Constituent had concern about candidate for Dean of Students. Has previous work experience with candidate and concerns about that individual. How should I proceed?
 - i. FS Pres Duncan: Encourage faculty member to approach Senator McMullen and attend open forum/provide feedback.
- c. Senator Burley: Re-evaluating the difference between BS and BA (new parameters) is being discussed at the Council of Deans retreat. Considering letting each department decide what would be required for specific BA or BS. Concern that this conversation is happening without faculty and with no information about what is going on. My understanding is that this will come back in the fall and start experimenting with it.
 - i. Senator Winden Fey: This could have big impact on students who switch programs (might be close to done in one but have to start over).
- d. *In the March 29th message from the Faculty Senate President posted on the Faculty Senate website, she states, "I DO NOT think we should censor faculty concerns. Additionally, I do not want a senate in which senate executives must assess all concerns and weed out the ones deemed inappropriate. I think it is the role of the senate body and our public meetings to acknowledge and record the concerns of the faculty we represent. I value the transparency that taking all concerns for the minutes affords us." I believe that this decision should be made by the entire Faculty Senate and not the president alone. By posting the concern, the Faculty Senate is providing an outlet for an individual to provide comments that could be untruthful and could rise to the level of libel by defaming an individual. Often comments are vague and based on rumor, not facts; in this situation, an individual is unable to defend himself/herself. By association with the Faculty Senate, there is an implied endorsement by the Faculty Senate regardless of the statement that no endorsement exists. I respect that the Faculty Senate President values transparency, but sharing a*

- untruth that harms one or more individuals does not achieve transparency. It promotes that exact opposite. Distributing false information is irresponsible. If the Faculty Senate is unwilling to investigate concerns before posting them publicly, then they should not post them.*
- e. *There was a recent email from the Conductor talking about their recent "national collegiate venture competition" (http://www.arconductor.org/venturecomp?mc_cid=760e028bfa&mc_eid=12a7eba419), including their finalists for the \$15,000 prize pool. The finalists were from 3 Arkansas universities, 2 other U.S. universities, and a Russian university. I don't know a lot about the Conductor, other than what I've seen at the UCA Makerspace, and that they self describe themselves as "The Conductor is a public-private partnership with the University of Central Arkansas and Startup Junkie Consulting driving innovation, entrepreneurship and economic empowerment in Central Arkansas." So anyways, my question/concern is this: Are UCA dollars and/or privately donated funds intended for the Central Arkansas region going to go out of state or even to a Russian university? Is that ethical or legal?*
- f. *My understanding is that on the COD Retreat agenda is a discussion about rethinking what a BA and a BS degree will be at UCA. I don't have a problem with a discussion, but I've also heard that they are looking to announce something in the fall that would allow departments to define their own degree requirements ranging from choosing two or three courses that would better suit their majors (such as instead of two lab sciences, choosing a stats class and a computer programming I or some combination like that) or choosing 2 or 3 more courses in that major or requiring nothing at all. This is too much of a change to not involve faculty before some proclamation is made by administration, particularly with a new provost coming in. Not to mention the chaos that will ensue--with 42 BAs and 58 BS degrees, if all of them can do as they wish with requirements, what happens to students who decide to change majors? Hardly conducive to our Student Success initiatives when there will possibly be no cross-over between degrees. This has all come about not to solve a problem we have at UCA with our degree programs but because the African/African American Studies major requested to also offer a BS degree along with its BA degree and was turned down because there's no distinction between the two programs other than the BA or BS requirement. Then, Psychology did away with its BA degree, meaning that of the 500 or so majors at any given time, about 200 more students will no longer take language classes and have to go into math or science classes--classes that are already overburdened and do not have enough faculty to take on this additional number. The solution? Change the requirements! This does not make for good educational policy. There's been no research nor any evidence based arguments for even starting this discussion, and I'm afraid we are going to end up with a top-down directive that will result in diluting our degree programs for the sake of expediency and convenience in an attempt to save money and entice students into programs with less rigor and fewer requirements.*

Reminders:

- XI. Google Form for Constituent Concerns, let people know follow-up
XII. Next and final meeting of this Senate Body, April 26, 2018

- XIII. Faculty/Staff Senate Office hours 12:30-1:30 @ Einstein's 3rd Tuesdays (upcoming 4/17/18)
- XIV. Planning Fall 2018—No courses at 2:40

DRAFT