

Minutes
UCA Faculty Senate
Sept. 11, 2018
Wingo 315, 12:45 p.m.

Attendance:

College of Business: McMullen-p, McCalman-p, Lewis-p

College of Education: McClellan-p, Miller-p, Dailey-p

College of Fine Arts & Communication: Douglas-p, Talbot-a, Hitt-p

College of Health & Behavioral Sciences: Morris-p, Lowder-p, VanHoose-p

College of Liberal Arts: Burley-p, Pauly-p, Willis-p

College of Natural Sciences & Mathematics: Padberg-a, Peppers-p, Chen-p

At Large: Eskola-p, Forbush-p, Shires-p

Unaffiliated: Hicks-p, Wilson-p, Lea-p

Part Time: Richard-p

FS President Mehta-p, FS VP Barnes-p, President Davis-p, Provost Poulter-p

Introduction Items:

- I. Comments: President Davis
 - A. Welcome and thank you to new senators for their participation.
 - B. Response to concerns about the facilities for Fine Arts: Snow Fine Arts Center is in bad condition. The part of the fundraising capital campaign for a new center to replace it is precisely about addressing that concern.
 - C. Contract start date clarification: Contracts start on Aug. 16, but the academic year begins Aug. 15.
 - D. Diversity Director reporting structure: Currently reports to Ronnie Williams (Vice President for Student Services and Institutional Diversity), who does report directly to the President. President is in regular contact with their offices and stays on top of issues they bring up. Angela Jackson (Associate Dean/Director Office of Diversity and Community) would also be able to more directly address concerns about visibility of Diversity Director.
 - E. Learning Management System and online courses (responding to a concern raised at college meetings about impact of changing our LMS on online courses that have already been developed for Blackboard): The version of Blackboard we currently have is “atrocious.” It has been a definite and consistent point of concern across the campus. We definitely need to consider other LMS and will be engaging in sandbox exercises this year. We need the best tools in higher ed for online and hybrid instructors. New training will be built into the migration

process to a new LMS, and should be more effective (a better LMS shouldn't require so much training). This is not a diminishing of the effort that has been put into those online classes, but is really about doing what is best for the faculty and students overall.

1. Sen. McMullen: What is the timeline beyond the two years left on the Blackboard contract? And what will the transition process look like?
 - a) Provost Poulter: LMS Working Group has been assembled. It will be lead by Mike Lloyd and Michael Judge (full committee list is below). In two years, the system of Blackboard we have won't even exist. Likely will be a cloud-based system, so we'll be taking a close look at security features. Ease of migration will be also be a priority. Sandboxes open up once the working group decides on options. After that, we can work on a transition plan and contract.
 - (1) LMS Working Group: Michael Mills (COE), Carla Barber (COB), Sandy Burks (Graduate School), Donna Bowman (Honors College), Vicki Parish (CTE), Benjamin Rowley (CNMS), Sandra Nadelson (CHBS), Kyle Mattson (CFAC), John Passe Smith (CLA), Amber Wilson (Torreyson Library), Michael Judge (UCA Online)
 2. Sen. Lowder: Will there be a requirement that all faculty use the same LMS?
 - a) Provost Poulter: My preference is yes. Running shadow systems opens up liabilities and risks for student data, grades, etc. It's also important for students to have the consistency of one LMS for all classes. The LMS we switch to should be flexible enough that it can work for lots of different faculty. Faculty who use something other than the official LMS should know that they may be liable for the security of the student info on their shadow system.
 3. Sen. Morris: Can we ensure sufficient training for this transition?
 - a) Provost Poulter: Definitely, and training will be module-based to meet different individuals' needs. That will be part of the IT team's responsibilities. Sandbox exercises can identify pinch points.
 4. Sen. McClellan: Will we be hiring more designers?
 - a) Provost Poulter: Our planning is not yet at that stage, but it will certainly be a consideration later.
- F. The role of the Director of Governmental Affairs and working with the legislature on budget: The job of Jeremy Gillam (Director of Governmental Affairs and External Relations) is to help put UCA at the table for important discussions with the governor's office, legislature, and policy leaders about state funding. Often

these conversations are about protecting our investments from the state. The new funding formula was in part created to incentivize enrollments, but also to instill confidence in the existing dollars that higher ed in Arkansas gets. Also his job is to work on opportunities for targeted support (as was done with the Cyber Range), to find connections for faculty/staff with political leaders and policy leaders, commissioners, etc., to advocate for our projects and improvements as economic development (for example, a new health sciences center is definitely an economic development opportunity for this area of the state), and to get us in the right meetings at the federal level. His job is to make sure we're having all these conversations on a regular basis before needs arise.

II. Comments: Provost Poulter

- A. Salary letters will be sent late this year for two reasons: 1) to make sure payroll was correct after the end of summer school and 2) the salary/equity piece of the budget (that the President discussed at convocation) has an Oct. 1 start date and was a moving target almost until the day of convocation. Next year, we'll communicate in August about the timeline of those letters.
 - 1. Sen. Morris: When will the letters be here this year?
 - a) End of Sept./beginning of Oct.
- B. Clarification about the Provost's response to a COE request for a retreat.
- C. Response to question about whether timelines for faculty searches can start earlier: Sooner is of course better, but often the timeline for a search is not something the provost's office has much say in. Timeline is often discipline/domain specific due to national conferences. If there are last minute departures, that can also cause delays. There isn't a one size fits all solution, but maybe there can be some changes in culture and preparation for departments looking to hire. For example, prepare rough position descriptions and verbal approvals so that job postings are immediately ready to go upon official approval.
- D. Digital Measures and T&P binders: Digital Measures is not an ideal system, partly because of the difficulty of accessing/viewing files and keeping them private and secure. The decision to end the pilot of using DM for mid-tenure applications was made in spring 2018 decision by Interim Provost Hargis. All mid-tenure and T&P applications will be done in hard copy format until we have a better online system in place. Forms that are now online are updated to reflect this. Any files currently in DM for mid-tenure applications can still be exported, downloaded, and repurposed. Will follow up on how long those files will be retained in DM. About the release of binders: they are retained for in the provost's office for three years after completion of T&P process.
 - 1. Sen. Morris: So is DM gone entirely?
 - a) Provost Poulter: Will look into how it will be used in the future.

2. Sen. Shires: Any ideas for a new system? Will migration of files be supported?
 - a) Provost Poulter: Whatever system we switch to will be able to support migration.
 - E. VP for Enrollment Management services search committee met and the ad has been approved. Scope of responsibilities and job description are in keeping with best practices in higher ed nationally. The description was crafted in order to cast a wide net for ideal candidates; many people who do this work at other institutions have come from a variety of backgrounds. The ad will go live on Sept. 14. Please spread the word. The search committee is composed of: Kurt Boniecki, chair, Julia Robison (Financial Aid), Jarrett Perry (Admissions), Leigh Ann DenHartog (Advising, representing Transfer Services and Athletic Academic Advising, as well), Rebekah Rasnick (Registrar, representing Veterans Services as well), David O'Hara (faculty representative), KaRon Marbley (SGA representative)
 - F. Student Success: Working on high impact interventions, like Math Pathways. Building a tracking system to follow their progress, retention, matriculation, grad rates. This will speed up our ability to analyze data.
 - G. Regular meetings with deans are done and into regular rotation with meetings for the year.
- III. Comments: FS President Mehta
- A. Welcome to newly elected senators: Rachelle Miller, COE, Dept of Teaching and Learning (2019); Brantley Douglas, CFAC, Music (2019); Lisa VanHoose, CHBS, Physical Therapy (2021); Ashley Hicks, Unaffiliated, Resident Master (2019); Gail Richard, Part Time, Writing (2019)
 - B. Subcommittee charges:
 1. Faculty Affairs I: Address questions and concerns about student course evaluations and assessment systems, reliability and validity of the data that is collected, how it's distributed. Build recommendations for changes.
 2. Faculty Affairs II: Build on the research done by the Workload Taskforce to make recommendations to Handbook for revising the language on workload.
 3. Academic Affairs: Build recommendations for the incoming AVP of Enrollment Services based on faculty concerns including things related to admissions student success, etc.
 - a) Provost Poulter: Will make sure this subcommittee is included in the interview process for the AVP.

4. Executive Committee: Revising the Faculty Senate Working Manual to include more specific recommendations and guidelines for continuity for future senate bodies.

Invited Guests:

- IV. Brad Teague, Athletic Director, report on UCA Athletics. (See the report for full detail and statistics.)
 - A. The new faculty athletics representative is Sen. Eskola.
 - B. Student athletes' GPAs: 3.18 cumulative GPA overall, 3.4 for women. NCAA metrics include GSR (which includes transfers and students who leave while eligible) and FGR (just the cohort coming in as freshmen). CEGR is internally tracked.
 1. Sen. Lowder: How does this compare?
 - a) Dr. Teague: In our conference, we're at the top every year.
 - C. Scholarships: NCAA sets max number allowable. This chart shows our numbers here. Only 54 athletes are actually on full aid (there is a common misconception they all have full rides). Lots of partial aid distributed too. If you combine the partial aid with the full aid, it is equivalent to about 185 full scholarships. Athletes can get academic aid as well. Net result of aid given to athletes is favorable to the school.
 1. Sen. Pauly: What does E&G stand for?
 - a) Dr. Teague: Education and General
 - D. Diversity: Student athletes are the most diverse group on campus.
 - E. Student Athlete well-being: Report summarizes the initiatives to support their well-being and life-long learning. Active Student Athlete Advisory Committee (at least two participants from each sport). Community service work, life skills sessions, mental wellness sessions (Jason Ribbing in counseling center is working with this initiative--they have a peer coach who can then forward them to counseling when needed), and nutrition program.
 1. Sen. Wilson: Are these sessions required?
 - a) Dr. Teague: For the ones that are required, we run them on Mon nights and early in the semester.
 - F. Missed Class Policies: faculty should be getting notification from athletes in person for dates related to team competition during competitive season and also from Grades First. Students are not allowed to miss class for things during off season or for practice. Students should also remind faculty a week out or two classes out about specific absences. Let us know if this isn't happening. We work on their schedules to make sure things are manageable for them.

- G. Finances and Budget, comparisons with peer and aspirants on institutional subsidies: We're not the highest in the state but comparable.
- H. Fundraising marks: Raised \$2 million through major gifts and donations.
 - 1. Sen Lowder: what is the training for coaches and staff?
 - a) Dr. Teague: There's university training, and we bring in Charlotte Strickland and Mindy Pipkin for additional training specifically for them. Something we're definitely aware of.
 - 2. Sen. Morris: Thank you to Brad and Natalie for support for special olympics later this year.
 - 3. Sen. Eskola: Deeply impressed with student athletes. They really go above and beyond with their academic work and community projects. They'll be doing Toys for Tots again this year. Maybe there are ways FS can be more involved with them and support their projects. For the first time in UCA history we have a student representing the Southland Conference at NCAA: Marli Van Heerden (tennis team).
 - 4. Sen. VanHoose: What is our stance on kneeling during anthem?
 - a) Dr. Teague: It's up to the student athlete. They're not prevented from doing so though we do encourage conversations about ways of protest.
- V. Alicia Landry, Asst. Prof. of Nutrition, BeWell
 - A. Healthcheck360 rolled out in May. Currently almost 600 registered users, at least 40 people participating in the live webinars on a regular basis, and more than 200 who have submitted biometrics. Overall much better than where we were this time last year with WellVibe. Conducted an FAQ seminar this morning and will have others. Live webinar planned for Thurs. Sept. 13. Partnering with SGA for "Rethink your Drink" challenge. We're constantly reviewing the efficacy of the program to ensure it's evidence-based and within reason for our population. Will keep FS up to date on changes and other details for upcoming year.
 - 1. Sen. Wilson: When do points get reviewed/added in? Maybe we need clearer communication about timeline for this review process?
 - a) Dr. Landry: It operates on a queue system. We have communicated to HC360 that it has been taking too long and they hired additional people to meet this concern. Faculty can email Dr. Landry if something is really lagging. Biometric screenings for example take longer because of protected health info on those forms.
 - 2. Sen. Burley: Will the number of points change in future years? Will the minimum go up?
 - a) Dr. Landry: This isn't a static program. We'll be making changes like bringing heart screenings and biometric screenings on campus.

Increasing the points would only be a reflection of having more offerings. We're also considering tiered benefits for different levels of points. Maybe eventually considering including spouses.

3. Dr. Teague: Could we get an update around Oct. 15 so we know in advance of the deadline if we're not short? And what will the plan year be in the future?
 - a) We'll request an update like that. The plan year is Nov. 1-Oct. 31. That's why you can backlog things this year. We definitely want this to be as easy as possible, and we're working through pinch points as we go. We have weekly meeting with HC360, and they've made improvements like Apple Watch connectivity. A new app that is more fully functional will be rolling out later in Oct.
 4. Parl. Forbush: Coordination with HPER center would make a lot of sense. Bigger range of activities, seems like a hassle to set up. Anything to track effectiveness?
 - a) Dr. Landry: Can always contact me and explain comparable events. We're definitely monitoring the program's effectiveness.
 - b) Sen. Eskola: often just simple documentation like a picture is acceptable.
 5. Sen. VanHoose: Something for meditation and mindfulness practices? What about providers who charge a fee for these forms? My doctor charges \$25 to fill out this form, something that might hit lower income people.
 - a) Dr. Landry: We met with physicians group in Conway, and they've talked about not charging for these forms. Dr. Gillis will be meeting with them soon and will bring up this issue again.
 6. Sen. Lewis: Thank you for your work on the program. Seems user-friendly and the transition has been good.
- B. Sen. Shires: Consider reaching out to colleges/departments for more targeted training/orientation. Might help increase engagement.
1. Dr. Landry: We've already started some of this.
- C. Sen. Hicks: Incentivizing participation -- 130 points might be intimidating for people new to wellness initiatives.

Action Items:

- VI. Minutes: Sen. Pauly, motion to approve. Sen. McClellan, second. Motion passed with five abstentions.
- VII. Committee on Committees--Faculty Senate Appointments election results:

- A. Academic Appeals and Adjustments: Sophie Dix (CFAC)
 - B. Faculty Emeritus/Emerita: Bruce Hutchinson (CFAC)
 - C. Graduate Council: Nina Roofo (CHBS), Louis Nadelson (COE), Arijit Mukherjee (CNSM), Travis Sorenson (CLA)
 - D. Honors Council: Lisa VanHoose (CHBS), Katelyn Knox (CLA)
 - E. Library: Raymond Ogar (CFAC)
 - F. Student Course Evaluations: Justin Cook (CFAC), Na Mi Bang (COE), Ramon Escamilla (CLA)
 - G. Study Abroad Advisory: Denise Demers (CHBS), Cindy Lea (Honors)
 - H. University Admissions: Adrian Gardner (Transitional Studies), Karen Oxner (COB), Story Matkin-Rawn (CLA)
- VIII. Constituent Concerns:
- A. Sen. McMullen: The forming of the committee on committees is absurdly confusing. We ought to review this.
 - B. Sen. Lowder: Title IX proceedings are sometimes too slow. Understood that this is something the Board of Trustees, not FS, would have to address.
 - C. Sen. Burley: Should we look into resources for preventative measures for active shooter situations?
 - 1. Provost Poulter: Recommend inviting Chief of Police, who's already working with SGA on this issue.
 - D. Sen. Lea: Can we see concerns from other college meetings?
 - 1. Sec.-Treas. Willis: I will forward the collected document.
 - 2. Sen. Forbush: College meetings were really productive, so thank you to all involved.
 - E. Sen. Hitt: Graduation audits can happen too late to help students, causing graduation delays.
 - 1. Sen. Eskola: Sometimes this is the result of students not applying for graduation when they're supposed to. Audit doesn't happen until they apply.
 - 2. Sen. McCalman: This is the sort of thing that happens all the time. We really need this new VP of Enrollment Management Services.
 - 3. Provost Poulter: This is also why we have to move towards professionalized advising so that faculty can move to mentoring. That will take some time, but it has to happen. Will look into this specific situation.

Reminders:

- IX. Next regular meeting on Thurs. Sept. 27, 12:45-2:30 pm in Wingo 315
- X. Subcommittees need to elect their chairs and notify Pres. Mehta.

- XI. Subcommittees should send their schedule of meetings to VP Barnes so she can coordinate civility workshops with each.
- XII. Spring planning: no T/Th courses starting at 2:40 pm

Sen. McMullen, motion to adjourn. Sen. Lowder, second. Meeting adjourned at 2:43 pm.