

**Minutes [DRAFT]**  
**UCA Faculty Senate**  
**Thurs. Sept. 27, 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-p, 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-p, 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

Guests in attendance: Lesley Graybeal, Director of Service-Learning and Volunteerism,

**Introduction Items:**

I. Comments: President Davis

A. Issue of “free speech zones”: UCA is not in the same position as Arkansas State at Jonesboro. Although a lot of activity happens around the student center, we do not have a separate “free speech zone.” The entire UCA campus is a free speech zone. We do have procedures in place for campus groups and outside groups who engage in activities on campus.

B. Sidewalks on east side of Donaghey going down towards Dave Ward are definitely needed. UCA is working with the city as they plan infrastructure changes and also talking to property owners along the road. The rumors that Donaghey will becoming a four-lane street are not true. Roundabouts and speed bumps are measures being considered to moderate flow.

1. Sen. McClellan: Offer to help with conversations about such planning.

2. Sen. Morris: The congestion there is dangerous and there are crosswalk issues on Bruce. Any consideration of closing off Bruce to vehicle traffic?

a) Pres. Davis: That possibility has been discussed, perhaps creating a kind of plaza. Any closing off of the street would have to still leave room for emergency vehicles. We also have to be conscious of private land owners on Augusta, etc., and work with city coding

requirements. For example, the city doesn't want to put crosswalks too close to lights.

- b) Sen. Eskola: We also need to be conscious of school bus traffic around campus.
3. Sen. VanHoose: Concern that street changes would negatively impact the physical therapy program. There are access issues for the integrated clinical experiences held there.
  - a) Pres. Davis: The designs for a clinic in a new building will address that.

## II. Comments: Provost Poulter

- A. Assessment update regarding the announcement of Dr. Brandon Combs' departure: This is an opportunity to consider best solutions for alignment with IR and the best skill set for that person. In the meantime, the department and college assessments are going on without hitch. AVP for Academic Affairs Jonathan Glenn will be overseeing assessment. Alison McIntyre has been hired back from transfer advising to run the systems. She has extensive knowledge of the programs and timing of assessments, etc. This position was not advertised but done with president's approval; it seemed the best emergency solution given the situation. She will start Oct. 8; look for an email update about her starting. Combs has been extremely helpful in the transition. The advertisement for an assistant for the head of assessment (which was up in the summer) has been pulled.
  1. Sen. Lewis: Problems with summer evaluations. We were told that FERPA prevented sharing evals with fewer than 6 responses, but that's not the case.
    - a) Provost Poulter: I will follow up and get an answer.
- B. Commencement: Separate graduate commencement starting this year. Will be held on a Friday evening. Expanding undergraduate commencements to three, all on Saturday with two hours in between. Reason: we cannot meet safety requirements (building, parking, etc.) with the structure of commencements we have now. The shuttle system this summer was excellent and will continue to be used. The goal is to improve everyone's experience of commencement. We hope to avoid having to issue tickets, but that may have to be a reality in the future. Even then it would be eight or ten tickets per graduate.
  1. Sen. Lowder: What will be the schedule for the three undergraduate commencements?
    - a) Provost Poulter: morning, midday, and late afternoon. More specific times forthcoming.
- C. Out of office reminder: Traveling next week to meet with donors.
- D. Dean's retreat previous week:

1. Engaged in focused, case-study based Title IX training. The Title IX standards are difficult to reach, but that doesn't mean we don't work on the behaviors that have made those standards necessary. Warren Readnour and Mindy Pipkin led a two-and-a-half hour workshop which generated great discussion about the need for cultural change around what constitutes professional behavior. The existing training online is pro forma some people view it as pointless. A similar in-person workshop will be held for chairs and other administrators in Feb.; in fall 2019 there will be two available for faculty/staff.
2. The retreat also identified three student success initiatives that would have the broadest, most crucial, and longest-lasting impact:
  - a) AVP of Enrollment Management: must work with academic affairs as closely as possible.
  - b) Advising: help them do their jobs better with more professional support. Move towards a coaching model about not just courses but also student success. Faculty focus on mentoring.
  - c) Metamajors: establishing interest areas so we don't have large numbers of undeclared students (current numbers are at 18-19% undeclared, which is problematic). The metamajors process starts with a questionnaire to help student and advisors identify their interests. This gives students exploratory time before diving fully into a major while preventing problems associated with being undeclared. There is a lot of data on how this helps students persist and progress.
3. Sen. Dailey: Will the training be available for all faculty or just those with administrative roles?
  - a) Provost Poulter: It will be available to all faculty starting fall 2019, but online will still be there too.
4. Sen. Morris: An issue that has come up is dating students. Nothing in the Faculty Handbook about it.
  - a) Pres. Davis: It is [UCA Board of Trustees Policy 515](#), under the section on amorous relationships. Certainly it is possible to have better communication about this, but the policy is perfectly clear as it stands, and we definitely apply it.
5. Sen. McClellan: Are we mandated to report faculty dating students?
  - a) Pres. Davis: Yes.
6. Sen. Lea: How does the policy address relationships between a faculty member and someone who is not currently one of their students that semester?

- a) Pres. Davis: Still prohibited. The policy's wording on the faculty member being in a position of "authority" covers this.
  - b) Sen. Shires: Seems that many people do not understand just how much "positions of authority" covers.
    - (1) Pres. Davis: The BOT policy provides plenty of examples in the that ought to provide full clarity.
  - 7. Sen. Morris: Will there be a course or something similar that introduces the concept of metamajors to students?
    - a) Provost Poulter: That may be something to consider.
  - E. Codification for camps and conferences: We are streamlining our processes for documentation about criminal background checks, etc.
  - F. Policy to help foreign national faculty get permit status: Academic Affairs will be working with Mandy Pipkin, an external immigration lawyer, and other groups to get a streamlined process. As it is now, departments continue to have to fund H1B1 visas, etc. Academic Affairs will be committing funds to help with Green Card processes.
- III. Comments: FS President Mehta
- A. Progress Reporting Process report from Julia Winden-Fey: Distributed via email to all senators. Includes info on pilot programs. She will be a guest at our Oct. 25 meeting. Please send questions in advance for her to the executives.
    - 1. Provost Poulter: Student success workshops have been filled to the brim, which is a great sign. We're growing a culture of learning where students see that it's ok to not know things.
  - B. Executives activities:
    - 1. Had a meeting with the Educational Advisory Board on Sept. 13. Pres. Davis and Provost Poulter will meet with them on Oct. 15 for their report.
    - 2. Encouragement to senators to bring resolutions for funding to support projects. We want FS to be more active.
  - C. Committee on Committees report (VP Barnes): The Committee on Committees is almost entirely filled. Ten vacancies still remain, and updates to the webpage are ongoing. Working with Handbook on inconsistencies and structural problems to streamline the entire process. Please let VP Barnes know of any problems you're aware of.
    - 1. Confirming nominees for vacancies. None were contested positions. No objections to a vote by acclamation. All voted in:
      - a) Graduate council: Ashley Phillips COB
      - b) Faculty Salary Review: Justin Cook CFAC and Patricia Smith COE
      - c) Univ Admissions: Ellen Stengel CFAC and Kristie Hicks CNSM

2. Subcommittees: Please note the updated language for the charges. The subcommittees helped provide the clarification. Civility training has been completed already with each.
- D. Academic Affairs report (Sen. McMullen): Will be working with the hiring committee, talking to SGA, and identifying pain points as well as identifying other groups to meet with. Hoping to have a full report by the Jan. senate meeting.
- E. Faculty Affairs I report (Sen. Lowder): Looking at peers' and aspirants' student course evaluations and brainstorming ways to increase participation, encourage better feedback. We need more reliable instruments for T&P process so that we have more than just student feedback. Will be meeting with CTE to see if their evaluations can be part of T&P process.
1. Sen. Forbush: Consider looking at depts. here that already have their own processes that work well.
- F. Faculty Affairs II report (Sen. Morris): Reviewing collected documentation currently and will be meeting next to brainstorm. Would like to disseminate results of study.
1. Sen. Eskola: Is this the survey that went out late one semester close to or during finals week? Did it have good enough participation to be meaningful?
    - a) Sen. Morris: We had sufficient participation to provide a snapshot.
  2. Provost Poulter: Recommend having a series of open meetings because this is a very complex issue especially in light of different disciplines' approaches. That would help us to have a more productive discussion and could alleviate the angst that can accompany workload issues.

#### **Invited Guests:**

- IV. Maret Cahill, United Way: Distributed a handout summarizing activities. 100% of our funds stay here in the community. Even our \$7000 in fees to national go back to local groups. Our overhead was already pretty low at 17% (the national average for charitable organizations is 30%). We're now getting our overhead paid for in part by major companies. Just hired a new person from UCA onto our staff. The agencies we support have a rigorous grant process, including site visits and financial audits so we can make sure they're responsible. We are often their seed money, which helps them get matching funds. This year, \$1.7 million in matching funds started with our grants. Charity Tracker: helps take care of the needs that often fall through the cracks. Stuff the Bus had overwhelming support: 3000 items last year but 25,000 items this year. Vita has been transformational: 34 volunteers (5 of them UCA students) did 300 tax returns, brought a quarter million back into community. Median income for participants was \$19,000. Will

be offering financial literacy classes, job retention classes soon. Dr. Lorrie George-Paschal's service learning class designed a curriculum for it.

- V. Kaylon Bradford, Director of Student Life: Invitation to be a part of the homecoming experience. Engaged students become engaged alumni who become engaged donors. Highlights: Fall Fest, Student Pep Rally, Trunk or Treat with the President and Greek organizations, John Mulaney, football game and parade, Spirit Week, and a door decorating week. Can email questions or ideas to [kaylonb@uca.edu](mailto:kaylonb@uca.edu).
- VI. Corban Gotcher, Vote Everywhere ambassador: Vote Everywhere is a national group that partners with over fifty campuses to increase voting registration and civic education. Our local organization has been here for about a year. The Bears at the Ballot coalition (with SGA, NAACP, Young Democrats and College Republicans) registered over 200 people last week and another opportunity will be coming up soon. SGA will have shuttles guaranteed on election day. Appeal to faculty to encourage students to turn out and vote. If possible, consider reducing meetings, minimizing cost of voting, excused absences, extra credit, etc. At [Vote Everywhere's website](#) you can learn about ballots, AR voting laws, and candidates; register to vote; arrange for absentee ballots, etc. Can contact at [cgotcher1@cub.uca.edu](mailto:cgotcher1@cub.uca.edu). The hope is to really increase turnout to help ensure that we can keep the campus voting location. Moving it to Donaghey Hall also makes it more accessible to everyone.
  - A. Sen. Hitt: Where will the next registration drive be?
    - 1. Corban Gotcher: the Student Center and/or Old Main. Not finalized yet.
  - B. Pres. Mehta: Where is the voting location?
    - 1. Corban Gotcher: Donaghey Hall
  - C. Dr. Greybeal, Staff Senate President: Faculty can have someone from Vote Everywhere come to their classes to register students.
  - D. Sen. Shires: It was upsetting that we nearly had the voting place taken away. Glad that it is back.

**Action Items:**

- VII. Approval of minutes from the Tues. Sept. 11, 2018 regular meeting:
  - A. Sen. McMullen, motion to approve. Sen. Wilson, second. Passed with two abstentions.
- VIII. Constituent Concerns
  - A. Sen. Barnes: Any updates on Mashburn construction?
    - 1. Pres. Davis: It is nearly finished.
  - B. Sen. Barnes: Did the chair and dean evaluations come earlier this year than previously?
    - 1. Provost Poulter: Yes, due to Brandon Combs' departure.

- C. Sen. Pauly: Many people having problems with HealthCheck360 not recording things that have been submitted. General lack of technical support.
- D. Sen. Morris: Concerns about external funding are being addressed with the help of Provost Poulter and Dean Barlow. The local AAUP chapter has been made aware.
  - 1. Provost Poulter: Credit and thanks Diane Newton and Dean Barlow. We need someone in Sponsored Programs who will be dedicated to this work.

**Reminders:**

- IX. Next regular meeting on Tues. Oct. 9, 12:45-2:30 pm in Wingo 315
- X. Spring planning: no T/Th courses at 2:40 pm
- XI. Visitors for next meeting: Chief Merguie. Please review the Clery Report and new app, Safe@UCA. Send us your questions to advance to him.

Adjourned at 2:29 pm.