

Minutes
UCA Faculty Senate
Tuesday November 13, 2018
Wingo 315, 12:45 p.m.

Attendance:

College of Business: McMullen-aa, 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: Dr. Angela Webster, Assoc. VP for Institutional Diversity and Inclusion

Introduction Items:

I. Comments: President Davis

- A. Question about transparency of this year's equity adjustments: Over last year, IR, the provost's office, and HR generated an overall data set to get a picture of situation on campus. About twenty employees who were below 70% target mark. At that point, the governor announced the tuition freeze. BOT wanted to make a step in improving salaries and dedicated \$125,000 to go towards market and equity. Ended up being able to address seventeen faculty and seventeen staff and raise us to the 78.7% mark. The goal is to move away from potentially inequitable and unfair distribution of pools of merit and equity; having an M&E database means fairness and transparency. Data sets will get a big update in spring, as is typical. We will make steps each year. This is a separate budget issue from COLA. This is objective and impersonal; not an issue of favoritism.
- B. Question about BOT resolution for a feasibility study for new health sciences building: That also included getting early info on a technology building and renovations to Carmichael and State. Expect further update on this at December BOT meeting.
 1. Sen. Morris: Is it definite that new health sciences building will be coming?
 - a) Pres. Davis: It's definite.
 2. Sen. Morris: I also hear concerns about new buildings while no faculty raises?
 - a) Pres. Davis: Any salary increase of any kind has to come through general tuition revenues, from per credit hour costs. Funding for facilities comes from separate pools of money that can only go to facilities.
 - (1) Sen. Pauly: So only facilities fees that are going to the buildings?
 - (a) Pres. Davis: Yes.

II. Comments: Provost Poulter

- A. Question about the ability of faculty advisors to release registration holds: Who actually puts the hold through is an issue of departmental practice.
 1. Sen. Burley: We have been told it's an issue of "all banner" access.
 2. Sen. Eskola: That's correct. A faculty advisor would have access to too much with "all banner" access.
 3. Provost Poulter: I will follow up on this. Perhaps new version of Banner will allow for varying levels of access.
 4. Sen. Dailey: Access to releasing holds would help especially for program administrators.
 5. Sen. Morris: It's also a matter of efficiency for advisors and dept. administrators.
 6. Sen. Eskola: At the moment, however, having that total access opens up a possibility for introducing accidental errors.
 7. Sen. McClellan: For graduate registration, I can do blanket release for registration. It's cumbersome, but it's helpful do be able to do all at once.
 8. Provost Poulter: I'm accustomed to a PIN system, which is effective. Will look into this situation and forward info to FS executives.
- B. Question about faculty who teach 100% online and have virtual office hours, but are being required to have a physical campus presence as well: Nothing in Handbook about this, likely because online education has been morphing. With the changes in online education, we need to have a conversation about how we define expectations for faculty who teach online, how we help them feel connected and supported as members of our UCA community.
- C. Updates on search for AVP of Enrollment Management Services: Reminder about remaining two forums and submission of online evaluation forms. Have asked the search committee to evaluate the candidates holistically based on strengths and weaknesses rather than in a ranked system. Will be taking campus feedback into account.
- D. Out of office reminder for first week of December: traveling to China for the Confucius Institute Conference and visiting partner universities.
- E. Search for Director of Assessment: Dean Hargis is chairing the search committee; rest of committee being built. Timeline: position description out after Thanksgiving and July 1, 2019 start date. Working with EAB and reviewing best practices: this person's job will not be to redo assessment. For departments that already have external review or accreditation, those will be accepted and not overridden. Goal will be to respect needs of individual programs and departments and to create better alignment between IR and Assessment. Dr. Webster's office will be reviewing job description to make sure we're communicating our commitment to diversity. Overall, positive changes taking place.
- F. Follow-up on question regarding threshold for receiving student course evaluations (quoted in full from Assoc. Provost Jonathan Glenn): "Safeguarding the confidentiality of responses/anonymity of respondents is crucial to the student evaluation of courses and instructors. We cannot, of course, control identifiable information that students may themselves introduce in open-ended comments. In order to be responsible about what we *can* control, however, we set certain thresholds below which students might be

identifiable and do not generate individual reports when the thresholds are not met. The eXplorance system allows us to set either *response* thresholds or *class-enrollment* thresholds. We have determined that, although response thresholds had been set in our evaluation system, class-enrollment thresholds make much more sense. Here is the reasoning: if I have a class with 25 students enrolled and only five of them respond to the evaluation survey, that small response will not break the confidentiality/anonymity promise because the possible respondents are quite numerous. If, on the other hand, I have a class with five or fewer students enrolled, it will be difficult to maintain confidentiality/anonymity because the number of possible respondents is so small. We now use a class-enrollment threshold of six, meaning that individual reports are not generated for courses with five or fewer students enrolled. Note that responses from students in even the smallest courses will be included in aggregate reports for departments and colleges when we begin generating those aggregates.”

G. Q&A:

1. Sen. Eskola: Hours for Christian Cafeteria and other campus resources over Thanksgiving break. What about international students? Or other students who can't travel home for other reasons? Not a lot of food options for those who need to stay here. Would be great to find out more about that to think about options for next year.
 - a) Sen. Morris: Seems like a number of our services close early in general, whereas library stays open late, and lots of folks on campus in the evenings for night classes, activities, etc.
 - b) Sen. Wilson: It's hard for faculty and staff who are working evenings as well.
 - c) Sen. McClellan: It's also an issue for the local community, for example with services in Donaghey Hall.
 - d) Sen. Shires: It's frustrating when we bring visitors here and there's nowhere on campus to send them.
 - e) Sen. Eskola: A lot of international students don't have transportation.
 - f) Provost Poulter: This is definitely an issue for international students and also out-of-state students. Will talk to Dr. Bailey and see what can be done.
 - g) Pres. Davis: Will pass this along and see if we can get more info on what's behind the issues with hours and availability of options.
 - h) Sen. Wilson: One example of how this is problematic: On Saturday Bear Facts Days or on weekend football games, people come through library and Starbucks is closed.
 - i) Sen. Morris: Surely seems we could get enough traffic around things like sporting events, band camps to justify longer hours.
 - j) Sen. Shires: There are lots of programs year round that would benefit.

III. Comments: FS President Mehta

- A. Committee on Committees update: Just one vacancy on a university committee.
- B. Academic Affairs update (FS Pres. Mehta): Sen. McMullen not in attendance but provided a quick report via email: will be meeting after Thanksgiving with SGA's Academic Affairs committee to continue work on making recommendations to the new

AVP. Thanks to the committee for the questions they generated for the interviews.
Encouragement senators to attend.

1. Provost Poulter: Also remember that video recordings are available.

C. Faculty Affairs I update (Sen. Lowder): Met to discuss teaching evaluations. Next meeting between break and end of semester. Met with Dr. Glenn to learn about student evaluations. Researching ways to increase feedback rate from students. Looking at revising questions to make them more fair and appropriate.

D. Faculty Affairs II update (Sen. Morris): Information collected so far forwarded to Provost Poulter and meeting tomorrow for discussion and brainstorming.

Invited Guests:

IV. Dr. Angela Webster, Assoc. VP for Institutional Diversity and Inclusion

A. For the third year in a row, we received an award from Minority Assessment in DC. For the second year in a row, we were named a Latino Designation Campus by LULAC. Trophies are in display case in Student Center.

B. Continuing to respond to the issues and ideas generated from the 2016 Campus Climate Survey. Continued conversations about diversity. A great opportunity for participation are the seminars being offered each semester: one on biracial identities and one on gender identities in the spring. Partnership with CTE: one on inclusive classroom environment coming up in the spring as well.

C. Diversity Strategic Plan is aligned with university's Strategic Plan. Twenty-three units reported sixty-nine diversity activities in the pilot year. Now, we're up to forty-six units reporting 153 activities. Prevailing theme around knowledge. Making concrete improvements, though we still lack in campus-wide participation. Encourage everyone to work with college committees to increase participation. See the 2018-19 blueprint.

1. FS Pres. Mehta: Encouragement to attend, participate, and support. The seminars are helpful and educational.

Action Items:

V. Approval of minutes from Oct. 25, 2018 regular meeting of the Faculty Senate: Motion to approve, Parl. Forbush; seconded by Sen. McCalman. Minutes passed with four abstentions.

VI. Constituent Concerns:

A. Sen. VanHoose: Received another concern about the reporting line for Dr. Webster.

B. Sen. Morris: Constituent wanted to know more about the follow-up on discussion of issues related to sexual misconduct between faculty and students.

C. Sen. Burley: Concern about statement from previous meeting from Provost which indicated support for all faculty using the same LMS. Forcing faculty to use one system will limit the agency and freedom of individual faculty. Google Classroom should be a viable option for faculty who prefer it.

D. Sen. Eskola: Announcement: men's soccer team headed to NCAA tournament in Colorado. Arkansas Heart Hospital doing screenings again on campus. Can earn points towards new year starting Nov. 19.

- E. Sen. Shires: Thank you for support for Veterans Day celebration. Good turnout even though we had to relocate due to weather.
- F. Sen. Lea: Dedication of new library space during x-period this Thursday. Memorial service for Phillip Melton at 6:00 pm in McAlister 302 on November 19.
- G. Sen. Douglas: Soundscape Extravaganza concert coming up, free and open to the public.
- H. Sen. Hitt: Concern about student athletes being able to navigate some attendance issues recently.
 - 1. Sen. Eskola: athletic advising does their best to help them schedule around their season.
 - 2. Parl. Forbush: Recommend talking to Dr. Teague. He wants to hear from faculty.
- I. Sen. Dailey: Concern about demonstration of age bias and sex and gender bias in BeWell webinars.
 - 1. Sen. McClellan: Got an immediate response from Alicia Landry and getting response from HC360.
- J. Sen. McCalman: Is it possible for students to have holds and not know why? Can add extra delays to registration. Would be helpful for students and their advisors to know.
 - 1. Sen. Lewis: It will show in Degree Works that there is a hold, but no reference point for reason or where to tell student to go.
 - 2. Sen. Eskola: “Student account hold” reason can cover a lot, from payments on tuition to parking tickets. Can be directed to Student Accounts office, but still takes time to track down.
- K. Sen. Lowder: Some students didn’t get the notifications about the new Title IX training. Also, some student employees didn’t realize that they needed to complete it once as employees and once again as students.
- L. Pres. Mehta: Received a concern requesting review of pay-scale for adjuncts. Also received a suggestion for thinking about four-day work week.
 - 1. Sen. Shires: My previous institution did four days teaching and fifth day was for meetings, recruitment, etc. It had some advantages.

Reminders:

- VII. Next regular meeting on Tues. Dec. 11 from 11 am to 1 pm in Wingo 315. Send questions for next meeting’s guests, for Pres. Davis, and Provost Poulter in advance to the executives.
- VIII. Upcoming Campus Talk budget edition: Tues. Nov. 27 at 1:40 pm in COB auditorium. If you have questions that you would like to submit in advance of this meeting, please send an email to Amanda Hoelzeman at ahoelzeman@uca.edu.

Motion to adjourn, Sen. Lewis; seconded by Sen. Lowder. Meeting adjourned at 2:11 pm.