

Minutes
UCA Faculty Senate
Thursday January 24, 2019
Wingo 315, 12:45 p.m.

Attendance:

College of Business: McMullen-aa, McCalman-p, Lewis-aa
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-a
College of Liberal Arts: Burley-p, Pauly-p, Willis-p
College of Natural Sciences & Mathematics: Padberg-p, Peppers-p, Chen-a
At Large: Eskola-p, Forbush-p, Cook-p
Unaffiliated: Hicks-p, Wilson-p, Lea-p
Part Time: Richard-p

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

Guests in attendance: Dr. Alicia Landry, UCA BeWell; Chad Hearne, Director of Student Accounts, Frontline program; Dr. Lesley Graybeal, President of Staff Senate

Introduction Items:

- I. Comments: Kurt Boniecki, Associate Provost for Academic Success (representing the Provost's Office)
 - A. Workload Working Group: membership finalized; chaired by Provost. Will include one chair from each college (Jim Downey, COB; Louis Nadelson, COE; Paige Rose, CFAC; Susan Gatto, CHBS; Wendy Lucas, CLA; Brent Hill, CNSM), three deans (Vicki Groves-Scott, COE; Tom Williams, CLA; Stephen Addison, CNSM), and representatives from the graduate school (Femina Varghese, CHBS), from non-tenure-track faculty (Laura Bowles, CFAC), from Faculty Senate (Duston Morris, CHBS; Cindy Lea, Honors), from unaffiliated (Chrissy Karafit, Torreyson Library), and the academic budget coordinator (Lori Hudspeth). Expected to work through June with the recognition that the faculty will be off-contract then; any work beyond contract will be handled through digital communication. The goal is to produce a draft document on workload by the fall semester for campus review and feedback.
 - B. Faculty Excellence Awards: please encourage nominations. We want to be able to recognize the great things our faculty do. Deadline is Feb. 28.
 - C. Search for AVP for Enrollment Management Services: the search is ongoing, and remains open until filled. Fourteen additional applications have been received. One candidate will have a Skype interview tomorrow (Jan. 25). If we end up not having a viable candidate to bring for a campus interview, the search will close and reopen later.
 - D. Search for Director of Assessment: Committee is working on building a short list of candidates to completed by the end of this week.

- E. Academic Advising: In the very earliest stages of moving towards professional advising. Currently reviewing best ways to get the transition started. Target goal is to roll out the new model for two colleges at a time by summer of 2021 or the start of the 2021-22 academic year. Early adopters not yet identified.
 - F. Student Success and Retention Council voted unanimously on a name change to Council for Student Success (CSS). Creating a new structure: a core group that would be representative of key units. Would also include standing subcommittees for specific aspects related to student success (examples: the Frontline group, one on data and reporting, one on research and innovation, one on health and wellbeing, etc.). Ad hoc working groups would be formed as needed.
 - G. Provost has been meeting with colleges and unaffiliated units individually.
 - H. Sen. Burley: Is there any avenue for instructors to get training on issues related to health and wellness in student success? For example, we don't have training for things like helping students on the autism spectrum or students who have anxiety disorders. Would this fall under that heading?
 - 1. Assoc. Provost Boniecki: It seems like CTE would be a good starting point for this. Can mention the idea to their office. There are resources for students with needs, but it would be good to see if there's desire among instructors for such training.
 - 2. Pres. Mehta: SGA has been working on similar issues. They would like faculty to have statements in syllabi about issues related to mental health and mental disabilities.
 - 3. Sen. Hitt: CTE has done a few seminars specific to autism in the past couple of years, for example, so it seems like they may be able to offer more.
 - I. Sen. Burley: Where will the new center for performing arts be?
 - 1. Assoc. Provost Boniecki: Have heard the rumors, but do not have info on that at the moment. Will forward that question to the Provost.
- II. Comments: FS President Mehta
- A. Upcoming resolution to consider:
 - 1. Staff Senate Pres. Lesley Graybeal: Staff Senate has allocated funds for the registration fees for employees wanting StrengthsQuest training (available campus-wide in March).
 - 2. Pres. Mehta: Will be bringing a resolution for the next meeting for us to consider funding refreshments for those sessions.
 - B. Faculty Affairs I (Sen. Lowder): Met with Assoc. Provost for Institutional Effectiveness Jonathan Glenn and Dr. Donna Bowman, Honors College, to work on the assessment portion, specifically the questions that are asked on student course evaluations. Looking for input. Hoping by fall of 2019 to have recommendations from faculty and administrators for a new question set which could be ready for final review sometime in the spring of 2020 and ready to put into place in fall 2020. We're listening to concerns about the questions being prone to bias and unfair evaluation. The new director of assessment should not seek to redo our work but rather implement these changes. Meeting with the Provost upcoming.
 - C. Faculty Affairs II: In need of a new charge. Request for senators' ideas for a new charge.

- D. Academic Affairs (Sen. Talbot): A copy of their report was distributed for this meeting. The report represents the subcommittee's work over last semester meeting with relevant groups, defining primary concerns (many of which had to do with communication), and generating recommendations to provide to the new AVP of Enrollment Management Services. Ready for a new charge.

Invited Guests:

IV. Chad Hearne, Director of Student Accounts: Frontline group

- A. Arose from a need to address retention problems from fall to spring and concerns about dropping numbers. Frontline is meant to address that concern. Draws from a number of relevant offices that all touch on retention, including IR, student transitions, scholarships, graduate school, transfer services, financial aid, admissions, academic advising, online learning, housing, UCA Foundation, and others. Creative Services helped with consistent messaging.
- B. Began working in May/June 2018. Task initially was to identify students who weren't registered for fall classes and create a communication plan that has a proactive approach rather than reactive. Requires analyzing data to try to figure out why some current students who seemed like they needed to come back were not doing so. In the fall semester, could start looking at spring enrollment to proactively keep students on track. For example, identified about 800 who could graduate in that spring but hadn't registered.
- C. Emails go out to targeted classifications to get the info to the groups that need it. Some emails have surveys to help figure out which resources students need to be directed towards. Want outcomes-based data so we can see what is effective in our efforts. Initiatives going forward: last dollar scholarships, need-based aid, streamlining solutions to other barriers to registration.
 - 1. Sen. Eskola: The amount of emails students get even before their first semester starts can be overwhelming, so your work in reducing the email load in general is appreciated.
- D. Challenges for 2019-20: We are collecting all of the data we can to see what we can do to boost numbers. Working with EAB to review our efforts.
- E. Sen. Lowder: When do we know officially how many will be enrolled for a given semester? And what are we doing in terms of boosting recruitment efforts?
 - 1. Projections fluctuate, sometimes within the span of weeks. For a fall semester, we start making projections in May of the previous spring.
 - 2. Aware of recruiting officers in Texas and Oklahoma and other contiguous states, but Frontline is focused more on retaining studies than on recruitment.
 - a) Assoc. Provost Boniecki: EAB will have targeted data so that we can be more effective with out-of-state recruitment bases.
- F. Sen. Eskola: Do we ever find out why accepted students go somewhere else?
 - 1. We have an exit interview for students who withdraw (which does provide helpful info) but not sure about admitted students who do not accept. Can get more info on that. Our yield rate is consistent with or higher than our peer institutions. But again,

we're focused on keeping the students who do come here, from fall to spring, one year to the next.

2. Parliamentarian Forbush: Some units, like Physical Therapy, do send out questionnaires to students who do not accept. It provides the best kind of feedback. Would be great to have this kind of thing more thoroughly across campus.

V. Dr. Alicia Landry, UCA BeWell

A. Sen. Morris: Do we have to fill out the forms for the screenings? Can we send in reports we get from physicians if they contain the same info?

1. Dr. Landry: For preventative care, just enter you went and had that preventative care visit. For the biometric screening, we have accepted doctors' forms if they have all the data that is required.

B. Sen. Pauly: If possible, some kind of BeWell for Dummies type of introduction on the website would be very helpful.

C. Pres. Mehta: When it comes to the biometric screenings, do the physicians know everything they have to fill out?

1. Dr. Landry: Met with Faulkner Co. Physicians Health Group and made them aware of the form and what information it requires. Of course this does not include every physician that UCA employees could visit, but it is a way of reaching many of those physicians. Printing out the form and taking it with you is the easiest way. Also, the on-campus screenings will be extremely easy: the data will go straight into the system, no forms required. On-site screenings will be held in April (on a Tuesday and a Wednesday to accommodate schedules) and then again in September.

D. Clarification on rewards:

1. The Bear Bucks reward comes from lifestyle rewards (i.e., activity logging, etc.).
2. The insurance premium discount comes from biometrics and health score. There is a handout on the BeWell website showing how the health score is calculated.
3. If you submit the Health Risk Assessment (HRA) and the biometric screening, you get a \$20 premium discount. If you get a score of 75/100 or increase your score by 5 points from last year, you get a \$30 premium discount.
4. Some people will never reach a 75/100 or be able to improve by 5 points, so there are reasonable alternatives to work towards the premium discount. People can register for: 1) metabolic coaching, 2) weight loss, and 3) nicotine cessation.
5. We're currently communicating with groups who had lower participation to make sure they know about these opportunities. Had a session last week explaining the program and will have more this semester.

a) Sen. Wilson: BeWell's Google Calendar is public for the university so you can easily add in all the info about their sessions. Can access it through their website to add to your own calendar. Also the new app is vastly better for submitting activities and info.

- (1) Dr. Landry: Those app improvements were really based around feedback we received from employees.

- E. Sen. McClellan: Do you need to wait for a full year between biometric screenings? For example, could someone who did it during October of last year participate in the on-campus screening this April?
 - 1. Dr. Landry: Yes. On-site screenings will be free and have no insurance implications. Encouraging people to still go for their physical with their PCP.
- F. Sen. Eskola: Could body composition screenings supplement BMI readings?
 - 1. Dr. Landry: Will recommend that.
- G. Sen. Forbush: What is the participation rate?
 - 1. Dr. Landry: Total screened for this year is 443 employees (33% of those who are benefits-eligible). Last year participation was at 545 (37% of those who are benefits-eligible). That number is partly explained by the fact that there were more benefits-eligible employees last year. The average health score was 76.4/100 (for education, the national average is 81/100). Average age of participants: 46 years. Stress and back pain were the most commonly reported issues.
- H. Sen. Forbush: Doing a counseling session provides 20 credits. For fit people, the consultations have been really brief (experienced under 5 mins). Perhaps it is unfair to award the same number of credits for a brief consultation as for a full one. It is cushioning points but not necessarily helping people.
 - 1. Dr. Landry: Will pass that on to HealthCheck360. The coaching calls should be substantive regardless of your current level of fitness.
- I. Sen. Eskola: Reminder that you can contact any of the health and wellness committee members, not just Dr. Landry. Reminder about the Feb. challenge coming up. Info forthcoming on walking groups.
- J. Sen. Morris: Concerned about people over-reporting activities. Any checks on that?
 - 1. Dr. Landry: The leader board will be taken down. Most of the challenges aren't actually about competing over quantities anyway.

Action Items:

- VI. Approval of minutes from Dec. 11, 2018 regular meeting of the Faculty Senate: Motion to approve, Sen. McClellan; seconded by Sen. Morris. Approved with 2 abstentions.
- VII. Constituent Concerns:
 - A. Sen. Pauly: Concerns about taking on debt to match the recent matching gift.
 - 1. Sen. Hitt: School of Communication is having a meeting with our dean to learn more about this.
 - 2. Sen. Cook: The dean's goal was to help spread accurate info.
 - B. Sen. Eskola: the Big Event is coming up on March 9 and is a great opportunity to earn volunteer points for BeWell. Also, the Little Rock 5K/half marathon/marathon will be the weekend before. They need volunteers, so you can earn points that way even if you don't run. Document and turn in for points.
 - C. Sen. McClellan: Can we ask if HR would have a shared Google Calendar for the on-site training opportunities for our mandatory training?

Reminders:

- VIII. Next regular meeting on Tues. Feb. 12, 12:45-2:30 p.m. in Wingo 315. Send questions for next meeting's guest (Dr. Jake Held, Director of the UCA Core), for Pres. Davis, and Provost Poulter in advance to the executives.
- IX. Next Joint Senate Office Hours on Fri. Feb. 15, 11-12:30 at the Starbucks in Torreyson Library.
- X. Fall planning: no T/Th courses starting at 2:40 pm.

Motion to adjourn, Sen. McClellan; seconded by Sen. Lowder. Meeting adjourned at 2:16 pm.