

Minutes
UCA Faculty Senate
Thursday March 28, 2019
Wingo 315, 12:45 p.m.

Attendance:

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

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

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

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

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

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

Guests in attendance: Diane Newton, VP for Finance and Administration; Warren Readnour, General Counsel; Jeremy Gillam, Director of Governmental Affairs & External Relations; Vicki Groves-Scott, Dean of the College of Education; Janet Filer, Interim Chair of the Dept. of Elementary, Literacy, and Special Education

Introduction Items:

I. Comments: President Davis

A. Apologies for missing several previous meetings with other commitments.

B. Campus talk on April 2 during x-period: scheduled in Ida Waldron rather than in COB auditorium because last campus talk was standing room only. Wanted to schedule a location with more room. Will have further info on the budget, a charge for the Strategic Planning Committee, and updates on the legislature, among other topics.

C. Bills 508 and 509 related to the state funding formula for higher ed: Tied more to Arkansas Tech's concerns. Have made an appeal that this is not helpful for UCA and other schools. Presidents and chancellors throughout the state (with the exception of Arkansas Tech) overwhelmingly oppose these bills. The existing funding formula was extensively thought out for over four years, and UCA has been prepared for it.

II. Comments: Provost Poulter

A. Question from previous meeting about the possibility of faculty signing off on students dropping a course: The challenge is if the drop request happens on the final day for dropping or very close to it and the faculty member cannot be reached. Could chair sign off in lieu of faculty member? Great opportunity to help retain students and figure out a plan for moving forward.

1. Sen. Eskola: In my department, we often sign for each other in cases like this and have conversations with the student about graduation timing, financial aid, etc.

Seems like a lot of our freshmen or new transfers in particular do not know how to drop a class. They think they can do it online.

2. Provost Poulter: For now we will say just the chair can sign for the faculty member, but we'll keep working on this.
3. Sen. Lewis: Is there some kind of freshmen orientation course?
 - a) Provost Poulter: Ideas have been tossed around about a "how to do college" kind of class but nothing concrete like that currently.
4. Sen. McMullen: This goes back to some of the recommendations that the Academic Affairs subcommittee made for our research for the incoming AVP of Enrollment Management. One was to do a better job of transitions and handoffs of advising, etc. A lot of students just don't know how to drop classes or do other kinds of things related to managing their enrollment and progression.
 - a) Provost Poulter: We know students need to hear things many times and in different modalities. Students will be required to have an orientation but we also need different modes of sharing that info. Preliminary conversations on this right now. The more places we have this kind of info clearly, the better.
5. Sen. Lowder: Opening student convocation was immensely successful last year. What are the plans for this upcoming year?
 - a) Provost Poulter: We will be having it again. Will make it clearer that faculty are invited and welcome to attend. There were some concerns about the intensity of the dismissal, so some changes there. SGA and SOS have been working on this all year. Definitely was a big success.
 - b) Sen. Pauly: could attendance at student convocation be a substitute for attending summer graduation?
 - (1) Provost Poulter: Attendance for graduations should be a conversation with the dean of your college.

B. Workload update: Our last virtual meeting was interrupted by network issues but things are still on pace. Taking some models and comparing and contrasting them, and trying to envision what they might look like here. Next Wednesday, deans will have a working session. Conversations have been positive and insightful. Central question is what are we trying to accomplish and how can we preserve flexibility for different colleges. Will keep sharing summaries of our process with FS so that there is an accessible record for all faculty.

III. Comments: FS President Mehta

- A. Reminder that you can customize your course evaluations. See the email sent out from Glenn.
- B. Remaining schedule of meetings for this current senate body and the initial meeting for the newly elected senate body. VP Barnes will serve as FS President next year. The new senate body will need to elect a new VP, Secretary-Treasurer, and Parliamentarian at that meeting. In addition, need final reports from subcommittees at our last meeting.
- C. FS presidents meeting here on campus, most likely on April 15th from 12:00 to 2:00 pm in the cafeteria dining room. Confirmation of details to come. Would appreciate any concerns or issues you want to share.

- D. Academic Impression: Faculty can join and make use of this resource. You can learn about it and and join through the [Staff Senate website](#).
- E. Faculty Affairs I update (Sen. Lowder): no report.
- F. Faculty Affairs II update: no report.
- G. Academic Affairs update (Sen. McMullen): Some issues with the schedule of remaining meetings which would make it impossible to propose bylaw amendments. Can we create proposals to share with next year's body for them to consider?
 - 1. VP Barnes: That would be a good approach.
 - 2. Sen. McMullen: We'll create a report that can be passed on.
- H. Committee on committees: Lacking minutes from several of the committees that report to VP Barnes. Others report to Pres. Davis, Provost Poulter, or to President's office via Erstine Kelley.
- I. Election results and upcoming at-large election and CHBS (Secretary-Treasurer Willis): Congratulations to the newly elected senators (listed below and announced via campus email). CHBS will be holding a special election to replace a senator who has resigned. Please remind your constituents that the at-large election is coming up on Fri. April 5th. Voting will be open from 8:00 am to 4:15 pm.
 - 1. College of Business: Anthony McMullen
 - 2. College of Education: Charlotte Green
 - 3. College of Fine Arts & Communication: Brantley Douglas
 - 4. College of Health and Behavioral Sciences: Denise Demers
 - 5. College of Liberal Arts: Philip Spivey
 - 6. College of Natural Sciences and Mathematics: Ben Cash
 - 7. Unaffiliated: Carl Olds

Invited Guests:

- IV. Diane Newton, Vice President for Finance and Administration: UCA budget (see powerpoint)
 - A. Top priorities include student success initiatives, salary market compression, strategic facility needs, tech refresh (underway and ongoing), and scholarship review (how we award them and how effective they are).
 - B. All of the figures (from slide 8 onward) have not yet been proposed to the BOT. All preliminary and subject to change. New revenue from changes in tuition and fees. Spending will be oriented towards the priorities described above.
 - C. Currently we're sixth highest in tuition and fees and room and board. If we made these increases and no other institution made any increases at all, that would still only put us at fourth highest. Other institutions will certainly have increases, however, and it's likely that after we have those figures we will still be around fifth or sixth.
 - 1. Sen. McMullen: Are we needing to ask for more this year because we were limited from last year by the governor?
 - a) VP Newton: Partly, yes. Once you have a freeze, it's hard to catch up. Difficult to keep slow incremental changes in pace when that has happened.

2. Sen. Lowder: Tuition increases are tied to number of students we have, so what are the projections?
 - a) VP Newton: We create the budget using current enrollment data of student semester credit hours (SSCH). Always conservative numbers. Partly also an issue with the “inverse bubble” of enrollment that’s moving through.
 - b) Pres. Davis: You don’t budget on growth. That’s how you end up with mid-year cuts. We’ll also be talking about this at the campus talk next week.
- D. SBAC proposals show progress being made in meeting things that need funding.
 1. Pres. Davis: One category that’s not on there but is being worked on is hopefully a COLA adjustment. 1% is one million. Address that next week too.
- E. Sen. Burley: Salary market compression means equity for faculty, correct? Will you do a model like last year?
 1. Pres. Davis: Model last year was a result of the freeze and the constraints placed on us. Have been updating those data sets. Aim to have money carved out for M&E, but COLA is probably going to be the higher priority. Ultimately BOT has to make these decisions though.
- F. Sen. Lowder: In terms of bringing in new students and retaining current students, what is our key focus? Both are important of course.
 1. VP Newton: It’s easier to retain than bring in new students. Getting students from point A to B is why we’re here.
 2. Provost Poulter: Having a robust incoming class maximizes what can happen on campus, so recruitment and retention go hand in hand. Admission is a promise that we believe the student can succeed here. It’s vital that we work on retention. Everyone on campus needs to be thinking about student success. Not talking about lessening rigor or hand-holding. Talking about remembering that that’s why we’re here. How do we as a community of scholars working in our classrooms do this on a day to day basis? Need to place value on faculty investing their time and energy in student success.
 - a) Sen. Lowder: Are current students being included in these conversations?
 - (1) Provost Poulter: Yes.
- G. Sen. McCalman. When is the “inverted bubble” gone?
 1. Pres. Davis: In fall 2015, we were off by 150. In fall 2016, off by 460. The bubble is in 4th/5th year senior phase right now. An incoming class of 2100 a year would be ideal but we need to work towards that.
- H. Sen. Dailey: Did the inverted bubble happen in other universities too? Was it demographic?
 1. Pres. Davis: Was tied to a change in admissions standards that happened rapidly. Preceded my time here.
 2. VP Newton: Also at that time we lost the enrollment management person.
- V. Warren Readnour, General Counsel, and Jeremy Gillam, Director of Governmental Affairs & External Relations
 - A. Gillam: Two main issues in the legislature this year. First, legislation on free speech on college campuses. Similar bills happening in other states; some national groups involved.

Sen. Hammer had a problematic bill in the works. Worked with Sen. Balingier to produce different legislation and that was what ultimately passed. Collaborative effort. Second, funding is on the table even though we expected it would not be (due to the relative newness of the funding model). Some unexpected bills came forward on funding.

- B. Readnour: Regarding the Balingier bill: this has a lot to do with campuses that have a free speech zone. UCA does not have a free speech zone. Outdoor areas are public forums available for spontaneous speech, for the university community and invited guests. A lot of people think the area near the chapel is a free speech zone, but that is not the case. Other areas can be used and/or reserved. Bill allows for counter-protests but does not allow for material disruption of an event. We have about 6 months to make sure we're in compliance. Will be looking at BOT policies, student handbook, etc. to make sure policies are up to date and have a combined policy.
- C. Gillam: A bill on eliminating gun-free zones (i.e., open carry as opposed to having concealed carry). House version didn't pass; Senate bill didn't get filed. Doesn't seem like it will be part of this year's legislature. Another bill about campuses opting out of recent concealed carry law also will probably not make it through because of the limited time left in the legislature.
- D. Gillam: The proposed funding model bill would destabilize current model. Only one school supported the bill, but it's going through a legislature committee at the moment. Confident that the current funding model will stand.
- E. Pres. Davis: This is why we needed someone in the government relations position so that UCA can be at the table from the moment these conversations start. So great appreciation for the work Gillam does.

VI. Vicki Groves-Scott, Dean of the College of Education, and Janet Filer, Interim Chair of the Dept. of Elementary, Literacy, and Special Education: request to convert a tenure-track line to clinical

- A. One of our faculty has been on phased retirement and will be finishing in May. We have an open TT faculty line. We don't have her full salary anymore. Request is to take the partial salary and turn it into a clinical position. Not a net loss of TT faculty: two years ago converted a clinical to TT. Move from TNL to ELSE dept. Decrease in our MAT program but still at over 150 students. Huge increase in ELSE program, so our need is there. Also added a MA in special education.
 - 1. Sen. Lowder: So the new line would be targeted toward that growth?
 - a) Dean Groves-Scott: Yes.
 - 2. Sen. Burley: Would you ask for a tenure line if you had the money?
 - a) Dean Groves-Scott: We're doing some searches now and have a new request in the works.

Action Items:

- VII. Approval of minutes from the March 12, 2019 meeting: Motion to approve, Sen. Burley; seconded by Sen. Lewis. Motion passed with four abstentions.
- VIII. Recommendation on the request from COE to convert a tenure-track line to clinical. Motion to consider, Parl. Forbush; seconded by Sen. Dailey.

- A. Sen. Burley: Reminder that the reason this comes before FS is because it's the only mechanism we have to encourage permanent lines.
 - 1. Provost Poulter: A clinical line actually best addresses their needs right now. That was Dean Groves-Scott and department's position. It's not just because of the funding. COE is still in good stead in terms of TT lines. Concern is also creating a TT line simply because one has been vacated; that's not something that should automatically happen without evaluation of programmatic needs. Of course it's ideal to preserve as many TT lines as possible.
 - B. Sen. McCalman: How many years of phased retirement eliminates a line?
 - 1. Provost Poulter: The line is not eliminated though the funding may have been pulled back. Not through a full budget cycle yet, so not entirely sure how this has been handled in the past.
 - C. Sen. Dailey: Reminder that we're at the same numbers of TT lines in our college if this conversion happen.
 - D. VP. Barnes: Can speak to the need for this since it is my department. There is an absolute and great need for this position and the search that we're doing. We're all on overload and using adjuncts.
 - E. Sen. Lowder: Is our job in making a recommendation to protect that line or help the dept. with what they need?
 - 1. Parl. Forbush: That's up you as a senator to decide in your vote.
 - F. Sen. Eskola: Goes back to the debate we've had over years about what tenure is.
 - G. Recommendation moves forward (with three abstentions).
 - H. Provost Poulter: FYI, Handbook will be working next year on timing description for when FS gets the documentation so that everything is consistent.
- IX. Changes to Faculty Handbook (Sen. Wilson): Handbook made two small changes that you can see in the summary document and in the edited copy of Handbook. Clarification to definitions of DPAC and DTPC.
- A. Sen. Burley: This change has the support of Academic Council.
 - B. Motion to accept these changes, Sen. Wilson; seconded by Sen. Eskola. Motion passed.
- X. Constituent Concerns:
- A. Sen. Willis: received two concerns through the online form related to the PhD program in School Psychology being eliminated. Great concern that this decision was made without sufficient data and input from all stakeholders and possibly made for the wrong reasons. It's greatly needed by professionals and schools in Arkansas and the only PhD program for School Psychology in the entire state. Second concern was related to the appropriateness of continuing to contract with Chik-fil-A in light of their opposition to LGBTQ rights and issues.
 - B. Sen. Lowder: faculty and staff enrolling in courses are finding it difficult to get into classes. With their work schedules they can only take classes during certain times and miss out because they don't have priority registration. Is it a possibility to give faculty and staff priority registration?
 - C. Sen. Burley: Concerned about conflict with the bylaws in the schedule of remaining meetings laid out earlier.

1. Sen. Eskola: Agreed. In the past, the last meeting of the current FS has been on the fourth Thursday of the month and the meeting of the new FS always has occurred on the Tuesday of final exams week during the 12:15 pm exam time since none of us teach then.
2. Parl. Forbush: We'll look over the schedule again and send out a clarifying email.
- D. Sen. Burley: Concern about the policy recently sent out from the President's office related to medical marijuana. Allows for drug testing of faculty and staff who exhibit certain behaviors. Who gets to request those tests? Chairs? Colleagues? Who does the request go to? How does the testing work? Can faculty and staff refuse? Not sure if these questions are addressed elsewhere.
 1. Sen. McMullen: My understanding of the email is that it was just meant to address the new legislation around medical marijuana. Surely the same procedures would be in place for any kind of under the influence situation.
- E. VP Barnes: Concern about exponential increase in cost of certain items and catering under our Aramark contract.

Reminders:

- XI. Next regular meeting on Tues. April 9, 12:45-2:30 p.m. in Wingo 315.
- XII. Next Campus Talk on April 2, 2019 at 1:40 pm in Ida Waldron auditorium. Questions can be sent in advance to Amanda Hoelzeman at ahoelzeman@uca.edu.
- XIII. Next Joint Coffee Hour with Faculty and Staff Senate presidents: Fri. April 8th at 12:00 am in the Starbucks in Torreyson Library.
- XIV. Spring planning: no T/Th courses at 2:40 pm.

Motion to adjourn, Sen. McCalman; seconded by Secretary-Treasurer Willis. Meeting adjourned at 2:28 pm.