

**Minutes**  
**UCA Faculty Senate**  
**Thursday, October 24, 2024 at 12:45 pm**  
**Wingo 315**

**Attendance:**

- College of Arts, Humanities, and Social Sciences: Mayhew-p, Mongno-p, Craun-p
- College of Business: Thomas-p, Otoo-p, Horpedahl-p
- College of Education: Rice-p, Shaw-p, Trumble-p
- College of Health & Behavioral Sciences: Engle-p, Rose-p , Jamerson-p
- College of Science and Engineering: Naumiec-p, Le-p, Yarberry-p
- Honors: Frank-p
- Library: Lebeau-Ford-p
- At-Large: Keith-p , Mukherjee-p, Spivey-p
- Part-Time: Brazeal-p
- FS President Shires-p, FS VP Dunlap-p, Associate Provost Boniecki for Provost Hargis-p

**Invited Guests**

- Dr. Chad Lairamore, Director of Community Care Clinic
- Phoenix Vu, SGA President

- **Call to order:** FS President Shires

- **Approval of Minutes** from Faculty Senate regular meeting, Oct. 8
  - Motion to approve - Keith, Second-Mongno
  - Vote - unanimous approval

- **President's Comments:** President Davis
  - Strategic Planning- “Now is the time to have conversations about our future”.  
What do we hope for the university to be/do over the next decade?  
Start asking the questions as individuals, departments, and the Senate.  
UCA is in a unique position. UCA has a Carnegie Classification the equivalent of “Research 3/R3”, and we have an extremely high residential population of over 4,000 students on-campus, and off-campus in nearby apartments.  
Any invitation to participate from Provost Hargis is sincere, and we hope you will participate if called upon.

- **Provost's Comments:** Kurt Boniecki

- Faculty Salary Review Committee Updates/FSRC - the committee met on 10/15. Minutes of the meeting are listed at the bottom of this document.

The committee created a shortlist of possible faculty salary priorities:

- COLA
- Increase promotion raise amounts
- Another level of promotion (Senior Lecturer/Clinical Instructor II? Senior Professor?)
- Loyalty/longevity increases (career service)
- Equity relative to department peers (compression relief)
- Equity relative to market
- Merit

Senators should connect with their college FSRC members and work together to research faculty opinions on priorities.

The committee has invited Gallagher firm to virtually present at the next meeting.

Questions asked:

- Sen. Le-How much weight do we have as faculty members in these decisions?
- Sens. Mukherjee/Craun - Why is Arkansas Tech considered a peer?
- Sen.Keith - What about obtaining a degree while employed?
- Sen. Mongno- We should be looking at Career Service Awards, or possible Distinguished Faculty could be used for the next level of promotion beyond Full.
- Thomas-can we ask Gallagher "how and what they are looking for with regards to ranks and titles"
  - Yes.
- Sen. Keith-Would it be possible/beneficial for our FS Faculty Affairs Committee to get in on the virtual Gallagher meetings?
  - Yes: Sen. Keith will connect with Dr. Boniecki

- **FS President's Comments:** FS President Shires

- Strategic Planning Committee will be meeting tomorrow (Friday 10/25) -
  - Meeting agenda for 10/25 is a reflection on the previous Strategic Plan.
- New library hours to take note of: M-Th 7-12, F 7-5, Sat 10-5, Sun 2-12
- Homecoming Week! Don't forget the Food Drive for the UCA Bear Essentials Pantry.

- Need a senator rep for the ad hoc Service Awards Committee

- **Invited Guests:**

- Dr. Chad Lairamore, Director of Community Care Clinic

"Faculty were informed about their access to a wide range of services at the Community Care Clinic, which offers whole-person care through family practice nurse practitioners, mental health support, nutrition counseling, physical therapy, occupational therapy and peer support. The clinic is open to faculty, staff, and their families, providing convenient and affordable healthcare. The clinic takes most insurance policies and also offers a sliding scale fee schedule for those who choose to self pay. Faculty are encouraged to utilize these services to support their health and well-being."

- Phoenix Vu, President of UCA Student Government Association  
Goals for 2024 2025
  - Increase and advertise resources available to students
    - Shuttle stops, First-Generation, etc.
  - Assistance with career and academic Readiness
    - Exam preparations for GRE, MCAT and LSAT, etc.
    - Majors/College/Career
  - Increase student transparency
    - More SGA presence
    - Instagram has increased by 400% over last year
  - Build Student UCA Pride
    - More purple
    - Campus networking
    - RSO's
  - Increase accessibility
    - Campus walk
    - Looking at Handicapped Door buttons in all buildings, etc.
  - Campus Beautification
    - More outdoor seating
    - More Trees
  - More Outside the Classroom Experiences
  - Encourage Canva promotion across campus

- **Senate Committee Reports**

- FS Committee on Committees: VP Dunlap - no report
- Academic Affairs: Sen. Horpedahl-Next meeting Nov. 7. Hope to have the first draft of the rubric for the Research Empowerment Grant.
- Faculty Affairs: Sen. Keith-Discussion of the role a part-time faculty member has within the Faculty Senate.
- DEI: Sen. Mukherjee- continue to define the role/position of the Ombudsman. Looking at various universities for examples. Will be surveying the faculty.

- **Action Items - none**

- **New Business - none**

- **Constituent Concerns**

- VP Dunlap - has received several concerns that the minutes are too brief and would appreciate more details. Also, concerns about why minutes are published so much later than they used to be.
  - Answer: Faculty Senate minutes are made available to the campus after they have been reviewed and approved by the Senate at the next faculty meeting.
  - Answer: Statements made during a Faculty Senate meeting are not always recorded in the minutes if they are found to be the speaker's opinion or speculation.
- Sen. Rice - Would like to verify that the \$600 bonus will also be paid to our visiting instructors.
  - Answer: Pres. Davis confirmed that all employees will receive the bonus in their Nov. 15 paycheck.
- Sen. Brazeal -Asked for clarification on whether or not he should be taking constituent concerns or should they go to the appropriate department.
  - Answer: Sen. Trumble confirmed that yes, the representative may receive concerns from the part-time faculty.

- **For the Good of the Faculty**

- From Sen. Rose:

“Thank you so much for joining the host committee for the screening of “Fentanyl: Death Incorporated”. The documentary was filmed in locations around the world including ARKANSAS! In addition to Seattle, LA, San Francisco and New York, the Natural State was chosen to host an exclusive screening. The producers of the film, along with Warner Brothers Distribution, will have a film crew on site to interview attendees after the screening!

The screening will be held in Conway at the Ida Waldron Auditorium on the UCA campus, Nov. 14 at 7pm.” The venue seats 800 and with your help, I believe we can fill it! Link to RSVP: <https://link.edgepilot.com/s/f77b0c78/pxQ7yEG0tEuDwVyXk-Hw1w?u=https://www.eventbrite.com/e/fentanyl-death-incorporated-film-screening-and-panel-discussion-tickets-1035440429197?utm-campaign=social%26utm-content=attendeeshare%26utm-medium=discovery%26utm-term=listing%26utm-source=cp%26aff=ebdsshcopyurl>

- From Sen. Horpedahl: Announced the speaker for the next Distinguished Speaker Series out of the Arkansas Center for Research in Economics. Nadine Strossen will be speaking on October 31, 2024 on the topic of Free speech. See attached flyer.

- From Sen. Engle: The Exercise Science Club and Physical Therapy Department are hosting a 5k run on campus on November 16th! I am attaching a flyer if you, a fellow faculty member, or student in your classes would be interested in participating. The flyer has more info about the run and a sign-up QR code. If you have any questions let me know! See attached flyer.

- **Reminders:**

Next regular meeting on Tuesday, November 12, 2024 at 12:45 p.m.

Spring planning: Senators should not schedule Tues./Thurs. courses during FS hours or at 2:40 pm

**Adjourn by 2:41 p.m.**

# DISTINGUISHED SPEAKER SERIES

OCTOBER 31, 2024

UCA COLLEGE OF BUSINESS AUDITORIUM

PANEL DISCUSSION 1:40-2:30 PM

Q & A SESSION 2:30 - 3:00 PM

## NADINE STROSSEN

PROFESSOR OF LAW EMERITA  
NEW YORK LAW SCHOOL

PAST PRESIDENT OF THE ACLU (1991-2008)



**Does Free Speech Go Too Far? Should we censor  
hateful and extremist speech?**

Nadine Strossen, leading expert on constitutional law and civil liberties, Senior Fellow with Voices for Liberty and FIRE (the Foundation for Individual Rights and Expression), and author of the 2023 book *Free Speech: What Everyone Needs to Know*, looks forward to discussing the most challenging questions about free speech rights - and wrongs - with a panel of UCA faculty. Come prepared with your most pressing, toughest questions, too!



**ARKANSAS CENTER FOR  
RESEARCH IN ECONOMICS**  
UNIVERSITY OF CENTRAL ARKANSAS

**VOICES FOR  
LIBERTY**

FREE SPEECH · CIVIL RIGHTS · SOCIAL PROGRESS

**EXSS CLUB AND DPT PROGRAM PRESENTS:**

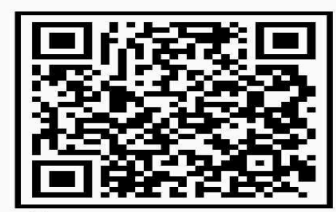


**NOVEMBER 16, 2024**  
8AM ON UCA CAMPUS



**SCAN TO SIGN UP**

**10% OF ALL PROCEEDS  
ARE DONATED TO  
COMMUNITY CONNECTION**



**SCAN FOR MORE INFO**

Faculty Salary Review Committee

October 15, 2024

8:30 – 9:30 am

Minutes

Present: Kaye McKinzie, Fred Hickling, Olivia Bundrick, Justin Cook, Art Gillaspay (for Kim Eskola), Liz DiPrince, Amber Hall, Kurt Boniecki (chair)

1. K. Boniecki presented the charge to the committee for this year
  - a. The committee will recommend salary priorities based on constituent feedback. The committee is not recommending how much money is being allocated to those priorities.
  - b. The committee will work with the university's salary review team and Gallagher Consulting to ensure the salary data and reports provide adequate insight to meet the priorities.
  
2. A. Hall discussed past processes using CUPA-HR data. The Office of Institutional Research is uploading data to CUPA-HR which will be used by Gallagher along with survey data from CompData and other sources. Gallagher will create faculty salary reports to show minimum and midpoint salaries by rank.
  
3. A. Hall requested that committee members ask their constituents if they have access to salary data in their specific disciplines (e.g., data collected by national associations or accrediting agencies). If so, direct them to A. Hall.
  
4. K. Boniecki presented the following possible salary priorities and asked members to discuss with their constituents.
  - a. COLA
  - b. Increase promotion raises
  - c. Another level of promotion (Senior Lecturer/Clinical Instructor II? Senior Professor?)
  - d. Loyalty/longevity increases (career service)
  - e. Equity relative to department peers (compression relief)
  - f. Equity relative to market
  - g. Merit
  
5. F. Hickling asked if summer pay and other forms of compensation, such as health insurance premiums, are to be considered. K. Boniecki explained that only base salary is under consideration.
  
6. The next meeting will be November 19 during x-period. K. Boniecki will ask Gallagher to present and answer questions, if available.



