

**Minutes**  
**UCA Faculty Senate**  
**Tuesday, November 12, 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, Provost Hargis-p
  
- **Call to order:** FS President Shires
  
- **Approval of Minutes** from Faculty Senate regular meeting, Oct. 24
  - Motion to approve by Rice and seconded by Keith
  - Minutes approved unanimously
  
- **President's Comments:** President Davis
  - Provided preliminary updates from ADHE on fall full-time freshman cohorts in AR, UCA is doing extremely well compared to other Arkansas institutions.
  
- **Provost's Comments:** Provost Hargis
  - Provided updates on UCA's Strategic Planning Process
  - Phase 1-this phase has been about reflecting on where we are today, our past strategic planning efforts, and what worked and what didn't work. The Steering Committee has almost finished this process.
  - Phase 2 - during the spring 2025 semester we will be encouraging participation and holding small group/unit discussions
  - Phase 3 - during the summer months we will begin to build out the pillars for our new strategic plan
  - Phase 4 - during the fall semester we will begin to finalize the plan, which should be done by early December.

- **FS President's Comments:** FS President Shires
  - Salary Study is moving along. A lot of work was done to respond to Gallagher's initial benchmarks and get more accurate pictures of our positions. UCA can expect to see the next data file and update post-Thanksgiving. This is called the '**employee pay file**' and should provide detailed salary ranges and market information for all positions. Though we will not have adequate time to review and meet with VPs and their direct reports (Deans, as an example) before winter break, we want to give them time to start reviewing the information and formulating their response and questions. IR and HR will meet with VPs and others in one-on-one meetings in January to start providing feedback. I am pleased to report that we remain on-track with our timeline.
  - The Retirement Committee vetted initial proposals from prospective financial advisers. Two were selected as finalists, and their presentations were given to the committee last week. We are currently awaiting answers to some questions. We are looking into having consulting services available to employees on an individual basis, outside the TIAA perspective.
  - There is only one more fall semester meeting left. Senate Committees should be working to meet due dates for charges if possible; reports and requests for action items are due Wednesday, Dec. 4.
  
- **Invited Guests:** None
  
- **Senate Committee Reports**
  - FS Committee on Committees: VP Dunlap
    - No report
  - Academic Affairs: Sen. Horpedahl
    - The committee should have the rubric completed by the next meeting
  - Faculty Affairs: Sen. Keith
    - The committee should have the formal resolution for Constitution/Bylaws changes by the next meeting
  - Diversity, Belonging, Equity, and Inclusion: Sen. Mukherjee
    - The committee continues to work on the Ombudsman project and will have example questions for the faculty survey at the next meeting
  
- **Action Items**
  - A. Approval of revisions to the Institutional Biosafety Committee
    - For federal compliance and inclusion in the UCA Faculty Handbook
    - See attached handout [Institutional Biosafety Committee.pdf](#)
    - Motion by VP Dunlap, seconded by Sen. Naumiec
    - Motion passed unanimously

- **New Business**
- **Constituent Concerns**
  - Mukherjee: concern regarding locating minutes - Faculty Senate president will send out the link each time they are posted
  - Mukherjee: concern regarding absentee policies for students. Provost Hargis confirmed that there are administrative policies regarding the dropping of students and suggested that this be handled with the department chairs.
  - Naumiec: concern regarding UCA's BeWell website not working
  - Rose: concerns that the post award processes are slowing down and questioning why was the liaison position moved. Provost Hargis will look into the matter.
  - Craun: additional concerns about the posting of Senate minutes.
  - Trumble: Constituent concern about how teaching loads are calculated and valued considering the uniqueness of colleges and programs across the university. -The constituent would like the provost and president to restart regular forums at the college level.
- **For the Good of the Faculty**
  - Holiday Horns: Carols for Hire! Support the UCA Horn Studio's fundraising efforts and hire a French horn quartet to play holiday carols anywhere on campus!
  - Rose: reminding everyone that "Fentanyl: Death Incorporated" will be screened at Ida Waldron on November 14th at 7pm.
- **Reminders:**
  - President's Holiday Reception for Staff Senate & Faculty Senate is Tuesday, Dec. 3 from 5-6:30 pm. Please come, bring a guest if you like.
  - Next regular meeting will be on ***Tuesday, Dec. 10, 2024 from 11:00 am - 1:00 pm***
  - Spring planning: Senators should not schedule Tues./Thurs. courses during FS hours or at 2:40 pm

**Adjourned 1:50 pm**