

Minutes
UCA Faculty Senate
Thursday, January 23 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-aa, 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, January 23, 2025
 - Motion to approve-Rose, 2nd-Frank
 - Vote- 20 votes for approval, 0 votes against, 1 abstention

- **President's Comments:** President Davis

"Thank you again for all of your efforts during the snow event"

Frequently asked questions this week

- Do we know anything more about Governor Sander's ideas/plans regarding Higher Education?
President: "Nothing is available yet, although there will definitely be legislation coming soon."
- Do we know anything about the impact from D.C?
President: "We will just have to wait and see. Nothing is available at this time."
- What might the impact on accreditation be?
President: "There may be some impact on Title 4 funding and various other programs. We will keep our online documents updated as we proceed."

- **Provost's Comments:** Provost Hargis

Provost Remarks delivered electronically to FS Secretary

"Thank you, as always, for the opportunity to speak with the Faculty Senate. I truly appreciate your dedication and engagement as we work together to advance our university's mission. Your commitment is invaluable, and I am grateful for all that you do.

We are making great strides in building the Strategic Planning Team, and I'd like to take a moment to recognize the campus partners who will play a pivotal role in guiding this important initiative throughout the year.

- Dr. Laci Lyons, Associate Professor of Management and Associate Dean in the College of Business, has generously agreed to serve as our Strategic Plan Project Manager. Dr. Lyons will be instrumental in ensuring that our Central Strategy Team and various Working Groups stay on track, meet key milestones, and achieve our shared goals within the established timeline.
- Dr. Shawn Charlton, Associate Professor of Psychology and Director of Undergraduate Programs in Psychology, will take on the role of Community Input Partner. Dr. Charlton will lead our community engagement efforts, ensuring that we gather meaningful insights from a broad and representative cross-section of our campus. From the outset, we have emphasized the importance of an inclusive strategic planning process, and I have every confidence that Dr. Charlton will lead this effort with enthusiasm and care.
- Bryttani Bartlett Montgomery, Director of Strategic Communications and Strategic Enrollment Communications, will spearhead our communication efforts. Bryttani will also oversee the website, which will serve as the central hub for project updates and milestone tracking. Her leadership will be essential in keeping our campus community informed and engaged throughout the process.

In addition, the following individuals have agreed to serve on the Central Strategy Team and/or participated in the January 7th Project Kick-Off meeting:

- Cabinet Members: Terri Canino, Trevor Seifert, Kevin Thomas, Angela Webster, Robin Williamson
- Deans: Stephen Addison, Michael Casey, Victoria Groves-Scott, Michael Mills, Nancy Reese, Patricia Smith, Thomas Williams,
- Shared Governance: Whit Ables, Victoria Dunlap, Veneta Fricks, Brent Shires, Phoenix Vu
- Other Kick-Off Team Members: Kurt Boniecki, President Davis, Jeremy Gillam, Mary Bane Lackie, Warren Readnour, Fredricka Sharkey, Amy Whitehead, Matt Whiting

This dedicated group has committed to monthly working meetings beginning on February 25, 2025, and continuing through December 2025. These meetings will help us stay aligned with our goals, address challenges proactively, and ensure steady progress. Each member of the Central Strategy Team will also take on specific tasks to support the strategic planning process. As we advance through the initial planning stages, we will establish working groups to explore key issues and define our objectives. These working groups will include members from the Central Strategy Team, the Kick-Off Team, and the broader campus community. We look forward to sharing more details as the planning process evolves.

I would also like to provide an update on our two ongoing dean searches. We have welcomed three exceptional candidates to campus for the Graduate Dean position, with the fourth and final candidate scheduled to visit tomorrow. For the College of Business Dean position, two strong candidates have completed their campus visits, and the final candidate will be here early next week. The caliber of the applicants for both positions has been outstanding, and I encourage you to participate in the campus visits as your schedules allow. Your feedback will be invaluable in selecting strong, visionary leaders for our academic units.

Lastly, I want to share an important update regarding the College of Education. Dean Groves-Scott has accepted a position at another institution and will be leaving UCA this semester, with her last day being February 28, 2025. I have met with the College of Education Administrative Committee to begin the planning process. In addition, we have scheduled two open session meetings with College Staff, Faculty, and Students. These meetings are scheduled for January 30th and February 6th during X-period in Mashburn 103. We will appoint an interim dean to serve through the remainder of this fiscal year and likely through the next fiscal year as well. At the appropriate time, we will launch a national search to identify the next dean for the College of Education. The College has an

impressive record of success, and we are committed to working closely with faculty, staff, and students to ensure a seamless transition and continued excellence.

Thank you all for your unwavering dedication and leadership.

I am happy to answer any questions you may have.”

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

Salary Study: The Salary Study Implementation Team has been doing great work behind the scenes. At Wednesday’s meeting, Amber Hall relayed some important points to keep in mind:

- The purpose of “pay groups” is to create benchmarks for all positions, including those that don’t have comparables.
- Faculty pay groups or “matrices” are fairly commonly used, based on Amber’s review of many other institutions’ faculty handbooks. UCA is actually behind in this area.
- Use of pay groups in conjunction with a pay structure helps to prevent the mis-application of salary ranges, compression, etc.
- We are using the data for the CIP codes within each pay group to create the structure of the pay structure, and then it will be built out to make sure the salary range and compression issues aren't there. Keep in mind the pay structure will be for all six ranks, which we have never had before. These pay groups and the pay structure will help inform our decisions for everyone holistically and not leave anyone out.

Q: How were the faculty pay groups determined?

A: We started with the rank that provided the most data from our peer group, which was the Associate Professor rank. We then examined the market salary (i.e., median salary) for each CIP Code at that rank and created initial groupings of CIP Codes based on the proximity of those market salaries. Once those groups were determined, we examined the average and standard deviation of the market salaries in each group. The standard deviation tells us how close or far apart the market salaries are in the group and can be used as a standard measure of how far a certain market salary is from the average (e.g., +1.69 standard deviations above the average). We then looked at the market salaries that were the farthest

from their group average and moved those CIP Codes to the next closest group. If that move resulted in a smaller standard deviation for each group, the move was retained. If not, the CIP Code was moved back to the initial group. After several iterations, we settled on groups of CIP codes that minimized the standard deviations of each group; in other words, the CIP Codes in each group were more similar in market salaries to each other than to the CIP Codes in other groups.

Availability of final datasets will be dependent on the number and extent of revisions requested of Gallagher, but the hope is that we will have this information finalized by March. Many thanks are due to Amber Hall, Bridget Fortenberry, and Amy Whitehead for keeping all of this moving forward!

- We are continuing to work on accessibility of all components of the minutes. The previous minutes from December had Google Drive links which required permissions. The minutes being approved from January 14 will have in-line attachments.
- **Invited Guests:** None. Dr. Michael Mills' presentation has been postponed to a later date.
- **Senate Committee Reports**

FS Committee on Committees: VP Dunlap

- Nomination for Janet Filer to complete the vacated term of Susan Perry, representing CoE on Graduate Council through Spring 2028
- Motion 2nd by Shaw
- Discussion - There are no clear guidelines or policies on the nomination of a candidate to fill a vacant term mid-year. After continued discussion it was decided that FS needs procedures and policies written down to allow for continuity from year to year.
- Motion withdrawn.
- Motion to nominate Janet Filer to complete the current academic year replacing Susan Perry on Graduate Council.
- Motion 2nd by Trumble
- Vote- 20 votes for approval, 0 votes against, 1 abstention

Academic Affairs: Sen. Horpedahl

Updates on the Research Empowerment Grants.

- Description from Faculty Senate website
<https://uca.edu/facultysenate/research-empowerment-grant/>

The UCA Faculty Senate will administer a \$40,000 fund to support the establishment of Faculty Senate Research Empowerment Grants, to be henceforth administered by the Academic Affairs Committee in amounts of up to \$1,500 per application. The committee plans to fund the equivalent of 2-3 full \$1,500 grants per academic year.

Applications will be evaluated according to this rubric: [Faculty Senate Research Empowerment Grant – Application Assessment Rubric](#) Dues dates for 2025 applications is: Feb 14, 2025

Please apply via the following form: [Research Empowerment Grant application form](#)

- Discussion on “Day of Giving” Options and a Foundation Account - Senator Rose will set up a meeting with Chad H. from the Foundation to discuss FS options.

Faculty Affairs: Sen. Keith

Updates on revision to the Constitution and the Bylaws

The committee will present three resolutions at the next meeting.

- The first resolution addresses the issues of the Library and Honors College Faculty.
- The second resolution will include some minor language cleanup.
- The third resolution will address various issues regarding our part-time Senator, addressing voting rights and length of term.
 - Discussion on length of term (3 years was the consensus) and when the part-time senator would be elected (spring or fall). There was also a suggestion that perhaps the part-time senator should be compensated for their time while serving. President Shires will take note of this for future discussion.

Diversity, Belonging, Inclusion and Equity: Sen. Mukherjee
Updates on Faculty Senate Ombudsperson Position Survey

The survey is ready to go later this week and will be open for seven days.

- **Action Items: none**
- **New Business: none**
- **Constituent Concerns**
 - Senators Jamerson/Rose: A UCA employee is still experiencing issues with receiving essential medications.
Provost: Have them contact Jerri Worthington in Human Resources
 - Sen. Thomas: Concerned that OARS communication issues are not following the student when they change sections or CRN. How can we be sure that notices follow the CRN in case students change sections through drop/add or register late.
Provost: Student has obligation to inform new instructor
- **Reminders:**

Next regular meeting on Tuesday, February 11, 2025 at 12:45 p.m.
Spring planning: Senators should not schedule Tues./Thurs. courses during FS hours or at 2:40 pm

Adjourn 2:45pm.