

Minutes
UCA Faculty Senate
Thursday, February 27 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: 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**

- Minutes of February 11 were not approved as some senators had not been able to access them for review.
- Tomorrow (Friday) I will send out an electronic ballot for approval, due by 4:30
- Minutes approved via online vote on February 28th. In favor - 14 votes, and 1 abstention

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

- Before making some comments about the legislative session, he wanted to remind the senate that the university is not going to comment publicly on any Title IX cases or on any personnel matters. It is not legal or appropriate to do so. Also a reminder, the public policy debate and legalities of Title IX matters have certainly been upended by several swings by the federal administration over the last 10-15 years. Present requirements for how Title IX matters must be handled have not changed since the last couple of years of the first Trump administration and will be debated heavily and tested in the courts in the coming months and perhaps years.

- Regarding the legislative session, the focus right now of the statewide presidents and chancellors council and the statewide legislative liaisons is on reviewing the Governor's ACCESS bill as filed and tracking any changes and amendments. Sponsors of the bill are working with our higher education leadership groups to clarify and consider changes. While the bill as currently drafted does not point to significant changes in our daily operations, he stressed that it is early in the session and the bill will be considered open and under constant review for several weeks.

The university continues to monitor the bills pertaining to "foreign adversaries" and any impact that they could have on the university's Chinese Language and Culture Center.

For now, the budgets of UCA and several universities and colleges are being held. Legislators do their due diligence in asking questions about the state's colleges and universities, and we will continue to answer questions and engage in the process. Generally, the ACCESS bill is going to take priority in sequence and then higher ed budgets will be turned to for the balance of time.

- Salary study dataset is being finalized. The president expects to share more about the next steps at the campus forum during x-period on the Thursday before spring break.

- **Provost's Comments:** Provost Hargis
Strategic Plan Update

- Strategic Planning Website
The UCA Strategic Planning website is now live at uca.edu/strategic. This site will serve as the central hub for all updates, resources, and engagement opportunities throughout the strategic planning process. We encourage everyone to visit regularly for the latest developments.
- Central Strategy Team Meeting (Tuesday, February 25)
The Central Strategy Team met on Tuesday, February 25, to begin work on the Landscape Analysis, which will inform our strategic direction. We are focusing on three core areas:
 - Amplifying Impact: Strengthening UCA's role as a key driver of regional and statewide progress.
 - Student Readiness: Ensuring that our students are well-prepared for academic and career success.
 - Understanding the Markets We Serve: Identifying needs and opportunities within our student body, the regional workforce, and the broader community.

- **Campus Strategic Planning Survey (Launched Yesterday)**
The Campus Strategic Planning Survey launched yesterday and will remain open until March 7. This survey is a critical tool for gathering input from faculty, staff, and students as we refine our priorities for the next strategic plan. We ask that you help promote participation within your departments and encourage your colleagues and students to take part.
- **Campus Community Conversations (Starting Next Week)**
Next week marks the beginning of our Community Conversations. These sessions are designed to engage our campus in dialogue and provide a space for feedback on the direction of our strategic plan. Members of the CST will be leading these sessions that will be part focus group/part Q&A.
- **FS President's Comments:** FS President Shires
 - Thanks ONCE AGAIN to all those employees who worked in adverse winter conditions last week to make sure our students and campus were safe.
 - Strategic Planning Central Strategy Team held an online session with EAB as facilitator. The website is up. Please encourage your constituency to complete the survey that was sent out Wednesday. If you have standing meetings before spring break, please consider contacting Laci Lyons to set up a focus group style meeting for voices to contribute to the discussion.
 - Special Election for CoE position taking place tomorrow (Friday 2/28)
 - Board of Trust meeting takes place tomorrow.
 - A lovely and heartfelt note was received from Deanna Rice acknowledging our Faculty Senate get-well wishes and gifts.
 - I attended a virtual meeting of the AAUP/AFT addressing Concerns for Higher Education in the Trump Administration. We will see how things stand after rounds of litigation make their way through the courts.
- **Invited Guests: None**
- **Senate Committee Reports**
 - FS Committee on Committees: VP Dunlap
 - Committee on Committees will be seeking nominations for AY 2025-26 for faculty to serve on committees
 - Academic Affairs: Sen. Horpedahl
 - They have received 10 applications for the Faculty Research/Empowerment Grant. Decisions will be made by March 14th.
 - Faculty Affairs: Sen. Keith

- The committee will have two Bylaws Resolutions ready for a vote at the next FS meeting. These include language cleanup and the inclusion of the FS Web Archivist.
- There will be a possible 3rd resolution if the changes to the FS Constitution are passed mid-March.
- Diversity, Equity, and Inclusion: Sen. Mukherjee
 - There were 114 total responses (approximately 20% of faculty) to the faculty survey. The votes/comments were split and not conclusive.
 - Following the discussion on the survey responses, the DBIE committee voted on whether or not to draw a resolution. Among the six attending faculty, three voted in favor, and three were opposed. Therefore, the DBIE Committee decided to approach the senate body to discuss the results of the survey and consider recommending the next steps.
 - The faculty senate discussion was similar to the survey and the DBIE committee discussions, there appears to be an acknowledgment of the usefulness of an ombudsperson role for faculty and staff; however, a resolution urging the university administration to consider adding this position was not supported.

- **Action Items**

- From Faculty Affairs–Senator Keith
 - The Faculty Affairs committee presented three resolutions for consideration. Each resolution would change the Faculty Senate Constitution.
(see summarized and official constitutional changes at the end of this document or email distributed on February 28th from Academic Affairs):
 - Resolution 1: Amending the Constitution relating to unaffiliated faculty, the Honors College, and the Library.
 - Resolution 2: Amending the Constitution relating to the part-time senator position.
 - Resolution 3: Amending the Constitution to clarify and clean up language.

- These resolutions will be presented to the Faculty Association for ratification on Friday, the 14th.
- Motion to approve all three resolutions - Sen. Thomas, 2nd Rose
- Motion passed unanimously in favor of all three resolutions.
- Resolutions now go before the full faculty for a vote on March 14th.

- **New Business: none**

- **Constituent Concerns**

- Online submission: Concern voiced about a loss of transparency with the discontinuation of published meeting minutes from meetings of chairs and deans in their college.
- *FS Pres Shires: In the spirit of shared governance, the faculty senate encourages open access to records such as these whenever possible. The fact is also recognized that certain categories of information are considered confidential, such as personnel matters.*
- Online submission: Concern about seeming inflexibility regarding office hour requirements within their particular college and department, and relevance of an in-person office hour requirement for courses taught fully online.
- *FS Pres Shires: UCA Admin does not see the office hour requirement as a matter of shared governance, but as a job function. Provost Hargis confirms that specific office hour requirements are left to chairs and deans to implement, and that our campus is a physical entity; most students taking online classes are actually resident students. However, because there is no single universal rule governing office hours, chairs and deans are able to custom-tailor the requirements to best match the discipline(s) involved. Creating a single rule would actually limit flexibility.*

- **Reminders:**

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

- **Adjourned at 2:45pm**

Addendums

- 1. Explanation and Summary of Proposed Constitutional Changes**
- 2. Current Constitution illustrating changes**
- 3. Explanation and Summary of Proposed Bylaws Changes**
- 4. Current Bylaws illustrating changes**

1. Explanation and summary of proposed Constitutional Changes -

Copy of email sent via the Academic Affairs listserv on February 28th, 2025

The Faculty Senate is submitting three resolutions amending the Faculty Senate Constitution to be approved by the entire faculty, which is defined in the Constitution as all full-time faculty and full-time employees with teaching responsibility. In order for these to pass, half of the faculty must participate in the election, and two-thirds of those participating must vote in favor of the changes.

The Faculty Affairs Committee (which includes a representative from each college and the unaffiliated faculty) worked this academic year to identify and update outdated and vague language, in addition to making suggestions for how the senate could improve operations. All of the changes to the Constitution passed the Senate with no negative votes.

The online vote will be Friday, March 14, and each resolution will be a separate vote.

To summarize the amendments:

Resolution 1 — unaffiliated faculty — Unaffiliated faculty is a description that the university has phased out but previously used for faculty whose appointments are not connected to an academic college. Because of reorganization at the university level, the faculty in these positions serve only in the Honors College and the Library and for the fall 2024 semester included 15 faculty members. For comparison, the smallest number of faculty in an academic college was 55 in the College of Education.

This resolution designates one Faculty Senate position for the Honors College and one for the Library. This action does reduce the total senate seats by one — from 22 to 21. However, one of the unaffiliated seats has been vacant all year. The Senate has one sitting senator from Honors and one from the Library, so the transition upon the passing of this amendment would be seamless. As the terms of the two current senators expire, their seats will be open only to faculty in their group. The faculty in the Honors College and the Library support this resolution.

Resolution 2 — part-time senator — This resolution enhances the role of the part-time faculty member who serves in the Senate. It moves the part-time position from an ex officio role —

which is inconsistent with Robert's Rules of Order for an elected position — and includes it in the section for elected senators. The resolution gives the part-time senator full voting rights and establishes a three-year term for the position. Although the part-time senator has served a one-year term traditionally, the length of the term is not defined in the Constitution or Faculty Senate Bylaws. Regarding the length of term, the committee's thoughts were a part-time faculty member willing to serve on the Senate is showing a commitment to the university and will know the term is three years; also, having a three-year term gives that senator the time needed to understand the Senate processes and be a better senator, which is particularly important if granted full voting rights.

Resolution 3 — clarifying language — This resolution makes minor changes and does not affect the current organization or operation of the Senate.

The first two changes clarify existing practice in stating that the provost, as an ex officio member, does not have a vote on the Senate, and that administrators are limited in number or cannot serve on the Senate, depending on their position. The latter aligns the Constitution with language in the Bylaws.

The final two changes in this resolution merely eliminate redundant and unnecessary language.

2. Current Constitution illustrating changes

Resolution 1: Amending the Faculty Senate Constitution relating to unaffiliated faculty, the Honors College, and the Library

Whereas, Article III, sections 1 and 4, reference membership of unaffiliated faculty in the Senate, and

Whereas, the university has moved away from the term “unaffiliated” as it relates to faculty organization, and

Whereas, the number of faculty who hold positions that previously were categorized as unaffiliated has decreased, and

Whereas, members of the faculty within the Honors College and the Library — the two remaining entities that previously were categorized as unaffiliated — support this amendment, and

Whereas, procedures for electing senators are contained in the Faculty Senate Bylaws,

Be it therefore resolved that Article III, sections 1 and 4, of the Faculty Constitution be amended to read:

Section 1.C.1. College senators: Three Faculty Association members from each academic college, ~~three Faculty Association members from all of the unaffiliated~~

~~faculty units of the university~~ **one Faculty Association member from the Honors College, and one Faculty Association member from the Library** shall be elected by a secret ballot of the Faculty Association of the respective academic units in accordance with the provisions of the Constitution **Faculty Senate Bylaws**.

~~Section 4. Each group of senators is divided into three classes, such that within each group, one of the three classes is elected each year.~~ **Academic colleges with more than one senator shall stagger elections by electing one senator each year.**

Resolution 2: Amending the Constitution relating to the part-time senator position

Whereas, Article III, Section 1, defines the role of a part-time faculty member who serves on the Faculty Senate as a representative of all part-time faculty members (hereunto referred to as part-time senator), and

Whereas, the part-time senator is listed in the Constitution as an ex officio member of the Faculty Senate although Robert's Rules of Order defines ex officio as a person who serves as a member of a board "by virtue of an office or committee chairmanship held in the society" with no provision for an ex officio member to be elected to the board, and

Whereas, the Constitution language limiting the rights of a part-time senator to vote is the antithesis of shared governance and ensuring all voices are heard, and

Whereas, part-time faculty who are willing to serve on the Faculty Senate show a commitment to the university and provide a valuable voice in sharing the concerns and thoughts of their constituency, and

Whereas, no provision in the Constitution or Faculty Senate Bylaws limits the term of a part-time senator to one year, and

Whereas, moving the part-time senator from ex officio to elected senator includes them with all other senators in serving three-year terms, and

Be it therefore resolved that Article III, Section 1, of the Faculty Constitution be amended to read:

~~B. Ex Officio: (For purposes of this paragraph "part-time faculty" means "part-time employees of the university with teaching included as a responsibility of their~~

appointment.”) ~~One part-time faculty member of the university elected by the part-time faculty of the university. This shall be a non-voting member except on issues that directly affect the part-time faculty of the university as determined by the president of the senate.~~

G. **B.** Elected

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3. Part-time senator: One part-time faculty member of the university elected by the part-time faculty of the university. (For purposes of this paragraph “part-time faculty” means “part-time employees of the university with teaching included as a responsibility of their appointment.”)

Resolution 3: Amending the Constitution to clarify and clean up language

Whereas, Article III, Section 3, includes the provost of the university as an ex-officio member of the Faculty Senate, and

Whereas, Robert's Rules of Order includes in its definition of an ex-officio member of a board that said ex-officio member shall be a voting member, and

Whereas, the university provost has not been a voting member of the Faculty Senate in the past,

Be it therefore resolved that Article III, Section 3, of the Faculty Constitution be amended to read:

Ex Officio: Provost, who shall serve as a non-voting member.

And, whereas, Article III, Section 3, states “No more than two senators shall be from any single department, and no more than two chairs (or equivalent position) shall be elected from each college. No administrator at the assistant dean or above level shall be eligible to be elected”, and

Whereas, the intent is that no more than two senators from each department or not more than two chairs from the each college serve in the senate, and that administrators at the assistant dean or above level be ineligible to serve in the senate, and

Whereas, a senator who assumes a new position at the university could create a situation contrary to this intent but is not required to resign from the senate, and

Whereas, similar language already exists in the Faculty Senate bylaws,

Be it therefore further resolved that Article III, Section 3, of the Faculty Constitution be amended to read:

No more than two senators shall be from any single department, and no more than two chairs (or equivalent position) shall be elected serve from each college. No administrator at the assistant dean or above level shall ~~be eligible to be elected~~ serve.

And, whereas, Article VI, sections 2 and 3, contain repeated language, and

Whereas, the sections can be combined and rewritten to eliminate redundancy,

Be it therefore further resolved that Article VI, sections 2 and 3, of the Faculty Constitution be amended to read:

Section 2. Any amendment proposed by the senate shall be submitted to a vote of the faculty. Each faculty member shall be notified at least two weeks in advance of such a vote and at the time be furnished with a copy of the proposed amendment.

~~Section 3. Any proposed amendments to the Constitution that are submitted by the Faculty Senate will be submitted to the Faculty Association for a vote. Voting shall be conducted similar to the election of senators as prescribed by the faculty senate bylaws.~~

And whereas, Article VI, Section 4, includes the date that section was ratified, and

Whereas, no other section of the Faculty Constitution contains such language,

Be it therefore further resolved that Article VI, Section 4, of the Faculty Constitution be amended to read:

In order for an amendment to pass and thus become a part of the Constitution, over half of the faculty association members must vote, and a

proposed amendment must receive “do pass” from at least two-thirds of those voting. Ratified August 20, 1990.

3. Explanation and Summary of Proposed Changes to the FS Bylaws - to be voted on March 11, 2025 by FS

Resolution 1: Amending the Faculty Senate Bylaws relating to replacement of senators.

This amendment makes two changes, the more significant being the procedures by which vacancies on the Senate are filled.

The bylaws state that if a senator resigns or is removed less than one year into his or her term, the second-place finisher in the election is offered the seat. If the senator has served more than one year, was unopposed, or losing candidates decline to serve, a special election is held. The change is to do away with all of this and just call for a special election if a vacancy exists.

The second change merely moves language regarding when Senate terms begin following a regular election from the section about filling vacancies to the section about regular elections.

Resolution 2: Amending the Faculty Senate Bylaws relating to office positions and Senate funds.

This amendment makes two minor changes to the bylaws.

When the Constitution was amended in 2022 to create the position of webmaster/archivist, the bylaws were not. This amendment adds the webmaster/archivist position to the bylaws.

The bylaws state “The Faculty Senate Constitution stipulates that the reassigned time of the Faculty Senate President come out of these [Senate] funds.” The Constitution does not include this statement and, according to the provost’s office, the president’s reassigned time comes from the university budget and not the Senate’s allocation. This amendment deletes this sentence from the bylaws.

4. Current Bylaws illustrating changes

Resolution 1: Amending the Faculty Senate Bylaws relating to replacement of senators.

Whereas, Article I outlines the procedures for the election of senators and Article II outlines the procedures for filling partial-term vacancies after removal or resignation of a senator, and

Whereas, Article II contains language relating to when regularly elected senators take office, and

Whereas, the procedures for filling Senate vacancies provide for instances where a losing candidate in a previous election would be offered a vacant position, and

Whereas, the electoral process should provide all interested and eligible faculty an opportunity to run for a vacant position,

Be it therefore resolved that articles I and II of the Faculty Bylaws be amended to read:

Article I. PROCEDURES FOR THE REGULAR ELECTION OF SENATORS

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Section 6. A Senator seated in a regular election begins their term on the date of the first called meeting after the end of spring classes or May 1, whichever comes first.

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ARTICLE II. PROCEDURES FOR FILLING PARTIAL-TERM VACANCIES AFTER REMOVAL OR RESIGNATION

Section 1. Sitting Senators may be removed from their seats by the Faculty Senate Executives after accumulating two unexcused meeting absences in a single semester. In order to avoid this, Senators must notify the Secretary of anticipated absences prior to the meeting.

Section 2. If a Senator is removed or resigns before completing a full year of their term, ~~the candidate who came in second to the resigning/removed Senator will be offered the seat by the Senate President, and so on until the position is filled. If there was a tie for second (or any other) place, the ranking of the candidates will be determined by a random drawing. If none of the candidates accept the seat, a S~~Special E~~lection~~ election will be held, following the same balloting procedures as a regular election.

Section 3. ~~A Senator seated in a regular election begins their term on the date of the first called meeting after the end of spring classes or May 1, whichever comes first; a~~ A Senator seated in a S~~pecial~~ special election begins their term on the date of the first meeting they attend.

~~Section 4. If a Senator is removed or resigns after completing one or more years of their term, a Special Election will be held.~~

~~Section 5. A Special Election follows the same balloting procedures as a regular election.~~

Resolution 2: Amending the Faculty Senate Bylaws relating to office positions and Senate funds.

Whereas, in 2022 the Faculty Association approved an amendment to the Faculty Senate Constitution creating the position of Webmaster/Archivist, and

Whereas, the Bylaws have not been amended to reflect the addition of a Webmaster/Archivist as a Senate officer and Executive Committee member,

Be it therefore further resolved that articles III and IV of the Faculty Bylaws be amended to read:

ARTICLE III. PROCEDURES FOR THE ELECTION OF FACULTY SENATE OFFICERS

Section 1. Officers are elected in the following order: Vice-President/President-Elect, Secretary/Treasurer, and Parliamentarian, and Webmaster/Archivist.

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ARTICLE IV. COMMITTEE ASSIGNMENTS AND RESPONSIBILITIES

Section 1. The Faculty Senate Committees and their responsibilities are as follows:

The Executive Committee consists of the Faculty Senate President, Vice-President/President-Elect, Secretary/Treasurer, and Parliamentarian, and Webmaster/Archivist. This committee populates and charges the other Faculty Senate Committees, advises the Faculty Senate President, makes recommendations for the consideration of the full Senate, proposes amendments to the Faculty Senate Constitution, makes recommendations to the bylaws of Faculty Senate, and creates ad hoc committees as necessary to conduct the business of Faculty Senate.

And, whereas, the Faculty Senate Constitution states that the Faculty Senate president shall be eligible for reassigned time, and

Whereas, the Faculty Senate Constitution does not stipulate how the funding for the president's reassigned time shall be provided, and

Whereas, reassigned time for the Faculty Senate president is funded from the university budget and not from the Faculty Senate budget,

Be it therefore further resolved that Article VIII of the Faculty Senate Bylaws be amended to read:

ARTICLE VIII. SENATE EXPENDITURES

Section 1. The Faculty Senate receives a small yearly budget from Academic Affairs, supplemented by occasional one-time funds from the university. ~~The Faculty Senate Constitution stipulates that the reassigned time of the Faculty Senate President come out of these funds.~~