

**Unapproved Minutes  
UCA Faculty Senate  
Tuesday, March 11 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, Couture-p
- College of Health & Behavioral Sciences: Engle-aa, 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

**Invited Guest** - Dr. Michael Mills, Dean of the Graduate School,  
Dr. Vaughn Scribner, Chair of the Faculty Handbook Committee.

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

- **Approval of Minutes** from Faculty Senate regular meeting, February 27

- Motion to approve-Thomas, 2nd Keith
- Vote - 20 approve, 2 abstain
- Minutes of 2/27/25 approved

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

- Campus Forum next Thursday March 20, 2025
  - Salary study update and how it will affect the budget over the next three years.
  - Continuing to monitor bills affecting higher education at the federal and state level.

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

- The Provost provided an update on efforts related to the Strategic Planning process. We are on schedule and will conclude the Campus Community Conversations the week after Spring Break.

- **FS President's Comments:** FS President Shires
  - Welcome new senator, Valerie Couture representing COE filling the vacancy from Senator Rice.
  - A Foundation fund has been created for Faculty Senate, FN2423 Faculty Senate Development. This fund will be available for this year's *Day of Giving*.
    - Please consider sharing the donation link via email / social media.
  - The Faculty Senate Scholars scholarship awards granted:
    - Alexis Dill & Chacall Charles (both graduate students)
  - College elections update: As of today we have only received nominations from COE and COSE. Please help drum up prospects in other colleges/rep areas! These nominations are due by Friday, the 14th.
  - 2/28 BOT meeting update: Congratulations to newly minted faculty emeriti Dr. John Murphy from the Department of Psychology & Counseling, and Dr. Michael Rubach from the Department of Marketing & Management!
  - Faculty Vote on constitutional amendments is this Friday. Please remember that we must have 50% of the faculty voting and 2 /3 of the votes in favor to approve Constitutional changes.
  
- **Invited Guests:**
  - Dr. Michael Mills, Dean of the Graduate School, provided an update on ORSP
    - Discussed Recent Improvements, Technology Investments, In-Progress Initiatives and Support Resources.
  
- **Senate Committee Reports**
  - FS Committee on Committees: VP Dunlap–no report
  - Academic Affairs: Sen. Horpedahl
    - Award winners announced for Faculty Research Empowerment Grants (addendum 1)
  - Faculty Affairs: Sen. Keith–deferred to *Action Items*
  - Diversity, Belonging, Equity, and Inclusion: Sen. Mukherjee-Summary Report (Addendum 2)

- **Action Items**

- Voting on Faculty Senate Bylaws Changes, as presented on February 27.  
<https://uca.edu/facultysenate/files/2025/03/2025-02-27-FS-Minutes-approved.pdf>
  - Resolution 1: Amending the Faculty Senate Bylaws relating to replacement of senators.
  - Resolution 2: Amending the Faculty Senate Bylaws relating to office positions and Senate funds.
  - Resolution 3: Clarifying Language
- All three resolutions passed unanimously by the Faculty Senate

- **New Business**

- Recent Faculty Handbook changes, presented by Dr. Vaughn Scribner
  - Board Policy no.300 recommended revisions (addendum 3)

- **Constituent Concerns**

- Question for the Provost—"how are clinical faculty evaluations accomplished and how much do student evaluations count?" Provost- "adjuncts are evaluated the same as full-time faculty with scholarship and service components optional".

Each department sets their own standards for evaluation. Evaluations are generally based on:

- Student Evaluations
- Syllabi/Test questions
- Portfolios

Annual Evaluations are used across campus (Faculty Success). If an individual is not responsive to goals set during this evaluation a PIP (Performance Improvement Plan) may be created to correct deficiencies.

- **Reminders:**

- Next regular meeting on Tuesday, April 8, 2025 at 12:45 p.m.

- Fall planning: Senators should not schedule Tues./Thurs. courses during FS hours or at 2:40 pm
- **Adjourn 2:45 p.m.**

### **Addendum 1 - Academic Affairs Committee Report**

The Academic Affairs Committee has finished reviewing the applications for the Senate

Research Empowerment Grants. Our plan is to announce these at the **3/11** Senate meeting.

Here are the 4 winners, by unanimous agreement of the Academic Affairs Committee:

**1. Sunjung Kim Thao -- Communication Sciences and Disorders Project:**  
"Interdisciplinary Experiential Learning Workshop: Fostering Collaborative Clinical Skills for Psychology and Speech Pathology Students to Serve Clients from Diverse Backgrounds"

Collaborator: Seungyeon Lee, Psychology & Counseling

Description: The proposed workshop will integrate theoretical instruction with hands-on experiential learning for students from Communication Sciences and Disorders (speech-language pathology) and Psychology. The workshop is designed to equip students with the **skills** necessary to effectively serve clients from diverse cultural, linguistic, and socioeconomic backgrounds.

**2. Amrita Puri -- Biology**

Project: "establish vital electroencephalography (EEG) infrastructure in our collaborative laboratory space"

Collaborators: Kenith Sobel, Department of Psychology and Counseling, and Jeffrey Padberg, Department of Biology

Description: This project involves a collaboration between faculty in the biology and psychology departments at UCA and experts at the Smith-Kettlewell Eye Research Institute with specific goals of 1) setting up an optimally functioning electroencephalography (EEG) research station (housed in the Puri lab) available to interdisciplinary neuroscience faculty across our campus, along with **2)** functional integration of our existing EEG and eye tracking systems within this workstation, in order to 3) support UCA's neuroscience-related research, teaching, and outreach activities.

**3. Adele Okoli -- School of Language and Literature**

Project: "Global French Collaborative"

Collaborators: multiple faculty from History, Philosophy, English, Music, Film, Library, and French.

Description: Seed grant to empower the following activities in interdisciplinary French Studies research and creative activity across campus:

- faculty-organized research colloquia and conferences
- symposia highlighting faculty collaboration across academic units consortia for faculty working in interdisciplinary fields that do not have the institutional support structures of official departments or programs at UCA

#### **4. Kathryn Carroll -- Nutrition & Family Sciences**

Project: "Presentation at the 2025 American Association of Family and Consumer Sciences Annual Conference"

Collaborator: Rebekah Luong, Nutrition & Family Sciences

Description: Presentation will: 1) share with a national audience of educators and professionals how The Secret History of Home Economics can be used to help raise awareness of the Family and Consumer Sciences field and its relevance to students from a variety of academic disciplines, 2) Examine how themes explored in The Secret History of Home Economics reflect the evolving role of FCS in both education and broader societal issues, and 3) raise awareness of linkages between FCS and other disciplines in the social sciences, including applied economics.

Submitted by Jeremy Horpedahl and the Academic Affairs Committee

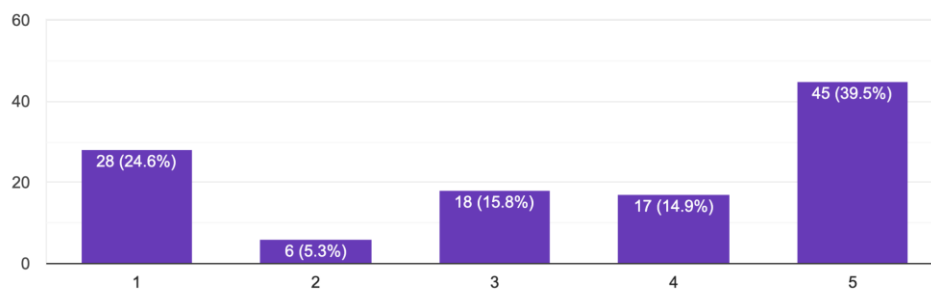
#### **Addendum 2 - DBIE**

### **DBIE committee summary report**

**Charge 1:** Review previous work on the Ombudsperson position proposal. Seek out best practices, detail the expectations of this position, and make a recommendation by December.

- The DBIE committee researched the ombudsperson positions at several universities, such as the North Carolina State University, Lamar University, Michigan State University, Arkansas State University.
- After careful examination and defining the complexity of the position, the Faculty Senate DBIE Committee determined that this position cannot be fulfilled by current UCA faculty members. The scope of an ombudsperson requires the position to be impartial, and the function of an ombudsperson would likely interfere with the role and responsibility of a faculty appointment.
- Sent out a survey to the UCA faculty to examine faculty perspectives regarding the possibility of creating an ombudsperson position to serve the university faculty.
- The survey was made available to UCA faculty for seven days. Here is a summary of the responses - 114 (~20% UCA faculty) total responses, including 62 comments. Below is the graph representing the faculty responses to the survey (5 indicates Very Important, 1 indicates Not Important).

Considering the scope of the office as described above, should UCA create an ombudsperson position?  
114 responses



- 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 for the DBIE Committee in relation to the charge above.
- Faculty Senate discussion - The discussion among senators resulted in no definitive recommendation for establishing an ombudsperson position at this time. Similar to the feedback from our survey and 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.

## Addendum 3

### **Faculty Handbook- Board Policy No. 300**

The UCA *Faculty Handbook* Committee recommends revisions to the opening pages, document, and chapters two, three, four, five, and seven, of the current *Faculty Handbook*. The following is a summary of the recommended revisions:

- Opening Pages:
  - Cover page: modify date of the document
  - Title page: modify date of Board approval (pg. i)
  - Table of Contents: modify page numbers (pg. iv-vii)
- Document: modify alphabetical order of headings
- Chapter Three:
  - 3.II.E.: add Minimum Teaching Qualifications (pg. 12)
  - 3.III.B.3.b.: change minimum teaching qualifications (pg. 16)
  - 3.IV.B.1.b.i: change minimum teaching qualifications (pg. 20)
  - 3.IV.C.1.: change minimum teaching qualifications (pg. 20)
  - 3.IV.C.2.: change minimum teaching qualifications (pg. 21)
- Chapter Seven:
  - II.I.: add Institutional Biosafety Committee (pg. 69)
  - II.R.2.a-g: change membership requirements of UCA Core Council (pg. 75)
  - II.T.1.: change senate to Faculty Senate (pg. 75)

The recommendations of the *Faculty Handbook* Committee have been considered and endorsed by the Faculty Senate, and other appropriate administrators.

Therefore, the President recommends the following resolution to the Board of Trustees.

**“BE IT RESOLVED: That the Board of Trustees hereby approves the above revisions to the UCA *Faculty Handbook*.**