

Minutes
UCA Faculty Senate
Thursday, April 24 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

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

- **Approval of Minutes**

- Faculty Senate regular meeting, April 8, 2025
- Motion to approve-Keith, 2nd Trumble
- Motion passed unanimously

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

First of all, a thank you to Dr. Shires and your executive team for a great year of leadership and advancement of many important matters. We are indebted to you.

Most of this builds upon my comments at the last April 8th meeting. We are pleased that the legislative session has come to a conclusion, and the body will adjourn sine die in the coming days. Our budget was passed a couple of weeks ago, and our state appropriation was approved at the level recommended by ADHE and the Governor in the stages that began at the end of last fall semester.

Related to specific legislation passed. The Arkansas Division of Higher Education will provide the leadership and tracking on compliance with the elements of the ACCESS bill that go into effect 90 days beyond sine die (projected to be late July to early August). All higher education boards and institutions will work with ADHE through the summer on documentation of policies, procedures, and reports relative to the scope of the bill. As with most pieces of legislation that pass during a session, much of the work can take one or more cycles to fully implement and be in compliance. ADHE is offering to develop a landing page for tracking all elements of legislation impacting higher education.

As expected, the Office of the POTUS issued an executive order on April 23rd related to higher education accreditation. We will be learning more about the direction that USDOE leadership will take in pursuing the agenda outlined in the EO. Much of that work will occur through the summer and into next fiscal year as rules are promulgated. During the past 6-7 years, there has been an expansion of the list of available institutional accreditors that goes beyond the historical focus on regional accreditors. This trend will likely continue and accelerate.

We are preparing the budget for FY26 and will be working with the UCA Board of Trust toward its adoption at their May 29th meeting. Any elements of the budget related to across the

board pay increases, lifting of the base pay, promotion/advancement increases, and any other adjustments will be done as part of that budget development and passage. In those conversations, I will have dialogue with each of the board members regarding our results of the salary market analysis, strategies for setting up pools to fund, and any timeline for prioritizing funds toward meeting targeted thresholds. More to come on that as we head into May and June.

It is my current goal to have a communication to all employees regarding their July 1 salary and its relation to the salary study information in employees hands by early June. The timing of that will be dictated by the lead-up to the May board meeting and - of course - contingent upon the board approving the budget with the necessary revenues to balance salary adjustments.

Q&A

Following a question about the executive order and accreditation, Davis discussed the likely reactions from the Higher Learning Commission and other accrediting bodies. We will be in dialogue with our national organizations on the subject, but we do not have any evidence at present that pressures will come to direct UCA or any other Arkansas institution away from HLC, but we all need to be aware of this national conversation and the likelihood that new institutional accrediting bodies will be created during the next couple of cycles.

Following a question about the board of trustees and its two work sessions in the fall and spring, Davis confirmed that those are posted publicly as a meeting of the board and press given

notice. Pursuant to state law, the work sessions are recorded as well. There are never any actions taken or agenda items for review.

Provost's Comments: Kurt Boniecki, AVP

- The Core Reviewer Report will be made available during the summer.
- Both Provost Hargis and Assoc. Provost Boniecki wish to thank faculty senate for their service.

Q: How will the new Arkansas State mandated core affect UCA's Core curriculum (requirement of Arkansas Government)?

A: Jacob Held and the Core Council will need to review this requirement along with the content of the Core Reviewer Report.

Q: Can you comment on how longevity will be addressed in our salary surveys?

A: How this may be handled has not yet been determined, but is definitely being looked into.

Q: When will the components of the CIP codes and peer groups be published?

A: Amy Whitehead is creating some FAQs for the website. The Faculty Salary Review Committee believes that both the CIP and peers will be more transparent.

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

- Thanks to Sen. LeBeau-Ford for homemade cookies today.
- Congratulations to all those who were nominated, finalists, or winners of Faculty Excellence Awards, as presented at our

Faculty/Staff Recognition Celebration. Shout out to senators Rose and Trumble, and incoming senator Rosenow.

- In spite of some stumbles in the election process, I think we have had a good year as a senate. Online concerns were few; crises were largely averted. There are always things I would like to have done better; but on the whole, I worked to follow through with my theme from Fall Convocation, “Keeping Promises.” As a result we implemented the Faculty Research Empowerment Grants; updated Bylaws; changed our Committee on Committees work to a spring schedule; reached across the aisle to collaborate more with the Staff Senate; and studied constitutional changes and ombudsman feasibility. We learned that internal senate processes need to be better defined, and a greater effort needs to be made to engage faculty in shared governance. I know that President Elect Dunlap will take the baton and run with it to accomplish great things informed by these experiences.
- THANK YOU to Execs and Committee Chairs for your extra effort through the year.
- THANK YOU to all 24-25 Senators for a really good senate year; for supporting your execs in making some tough decisions, and representing your constituents.
- As we say in the music world, toi toi toi (Good luck) in the next year to all those who are continuing, and especially Tori as the new President.
- Consider the possibility of serving as an Exec Officer next year, or nominating someone who fits the qualifications and duties well.
- Encourage faculty participation in commencement. It should be a battle of the colleges!

- **Senate Committee Reports**

- FS Committee on Committees: VP Dunlap

- C on C has just about finished filling all positions for next year's Faculty Senate committees.
 - The handout (addendum 1) listed appointments for faculty senate only
 - Motion to approve the appointments
 - Unanimously approved
- Academic Affairs: Sen. Horpedahl—no report
- Faculty Affairs: Sen. Keith—no report
- Diversity, Equity, and Inclusion: Sen. Mukherjee
 - At our last meeting, I mentioned our committee would explore some options to rename the committee and brainstorm ideas for the future. However, after careful consideration, the five members of the committee (who were able to attend the meeting on April 10) proposed to dissolve this committee for the next year. The committee also recommends that the faculty senate identify certain gaps and a new committee can be set up to fill the identified gaps. Alternatively, the objectives of the current Welcome Committee can be expanded to become the new subcommittee.
- Welcome Committee - funds for New Faculty
- **Action Items**
 - Motion to approve all remaining funds be used for various swag for new faculty.
 - Discussion of uses included totes, challenge coins, table cover, and a memorial plaque.
 - Motion amended—Motion to transfer all remaining FS funds to CETAL with the understanding that we will purchase more totes.
 - Motion passes, 1 opposed.
- **Constituent Concerns**

Q: Was there any student input regarding this year's changes to finals and graduation dates?

A: Yes, SGA had knowledge of these changes. Moving from a five-day finals schedule to a four-day schedule is a trend amongst higher education. Recruiting extra staff for graduation, especially on the weekend after hours has been difficult.

- **For the Good of the Faculty**

- Congrats to Sen. Trumble for his Faculty Excellence Award!
- Congrats to Sen. Rose for her two Faculty Excellence Awards!

- **Reminders:**

- Next regular meeting is with the *2025-26 SENATE* on Tuesday, April 29 2025 at 11:00 a.m.
- Fall planning: Senators should not schedule Tues./Thurs. courses during FS hours or at 2:40 pm

Adjourn at 2:36 p.m.

Addendum #1

Faculty Senate Committee Appointments

Faculty Development Committee
Ben Garner At-Large 2028

Honors Council
Ryan Cating COB 2028

Academic Adjustments and Appeals
Fred Hickling COSE 2028

Graduate Council
Halvor Halvorson COSE 2029
Kevin Garrison CHBS 2029

Academic Integrity and Discipline
Kristin Dooley At-Large 2029

Study Abroad Advisory Committee
Yinlin Dong At-Large 2028

Undergraduate Council
Kathryn Carroll CHBS 2029
Kristin Dooley COSE 2029

University CoC Committee Appointments
Employee Benefits Advisory Committee
Stephen Yao At-Large 2029

Athletics Committee
Jacob Bundrick COB 2029
Balraj Menon COSE 2029

Information Technology Advisory Committee

Carla Barber COB 2028

*Charles Hervey CHBS 2026

Diversity Advisory Committee

Steve Schlachter COB 2027

Azida Walker COSE 2027

Honorary Degree Committee

Yinlin Dong At-Large 2029

* One year replacement to finish a term