Faculty Senate Meeting 12/9/2025

Minutes:

Chris Craun, Secretary

I. **Call to order:** FS President Dunlap –11:01 AM

Members Present:
President Davis & Provost Hargis

Faculty Senate President Dunlap, Faculty Senate Vice-President Thomas.

At Large Senators: Mukherjee, Spivey, Rosenow
CAHSS Senators: Mayhew, Burley, Craun
CHBS Senators: Rose, Downey, Jamerson
COB Senators: Appiah-Otto, McCalman
COE Senators: Buchanan, McClellan
COSE Senators: Yarberry, Johnson, Naumiec
Honors: Frank

II. Notification of Approval of Minutes from Faculty Senate
meeting 11/11/2025

Minutes were approved virtually with 19 ayes, 0 Nays, and 0 Abstentions.

III. Comments

President Davis
The Board of Trustees approved a salary adjustment in the October revised budget that will begin January 1 for Faculty and Staff who were below 85% on the salary study measures. The employees should have already received notification letters by the time these minutes are published. The notifications will indicate each employee's increased annual salary effective January 2026. Plans continue for future adjustments in May and June as the July 1, 2026 budget is developed.

A question was asked about the future of the Farris Center. The Farris Center replacement/new construction will include closing off Bruce Street from near Western Ave to Farris Rd. The current Farris Center will hopefully remain in use for 2-3 years to allow for basketball and commencement while the new building is under construction but will eventually be torn down. During that period, the air exchange capacity (currently 5 of 19 air handlers operational) of the Farris Center will continue to dictate how the building can be used and how many people can be accommodated.

Faculty may read more about the proposed construction here: https://uca.edu/news/uca-shares-vision-for-multipurpose-arena-at-december-board-meeting/

Provost Hargis

I simply want to thank the Faculty Senators for their hard work and leadership this semester.

Faculty Senate President Dunlap

President Dunlap thanked the Faculty Senators, listing several accomplishments during the last few months. She then reminded the Senate that their initial goal this year was to increase our engagement with the broader Faculty.

The steady list of Constituent Concerns suggests we are partially succeeding, but President Dunlap issued a few specific challenges.
1. Senators should set up meetings with their home colleges for Spring.
2. We should publicize the Constitutional Amendment issues for Spring voting.
3. We should be recruiting candidates for the New Senator elections in March
4. We should start recruiting/gathering candidates for Fall 2026 Committee Appointments.

IV. Constituent Concerns
Constituent concerns 1-5 are all related to the Faculty Self-Service area of the new Banner. These have been passed on to the Registrar's office. Faculty may sign up for Banner Training at any time, here: https://uca.edu/registrar/banner-training/
1. In Banner > Faculty Self-Service > Detail Schedule > Classlist - The roster is alphabetized by first name, and when the roster is exported to excel, first name and last name are entered in the same column, so you still cannot

alphabetize by last name. Could this be adjusted to put first and last names in separate columns so we can alphabetize by either? Alternatively, could it just be alphabetized by last name in banner?

2. My issue with the new Faculty Self-Service is that I cannot seem to find my roster list. By roster list, I mean a list of every student enrolled in my individual class sections.

3. Do faculty have the ability to see student schedules with the new version of Banner? I have tried to search for a student schedule and I don't have the permissions to see it. Here are the steps that I have taken to view a student's schedule.
I am starting at my.uca.edu.
Click on Self Service.
Click on Faculty Self Service. This is a new area.
Click on Search for Student.
I enter the Term (Fall 2025) and enter the student's information. I click on Submit.
The student I'm searching for appears in the list at the bottom. I select the student.
This takes me to the "Student Profile Screen". I see lots of information about the student. Here's what I see.

I click on Student Schedule. I get the following information:
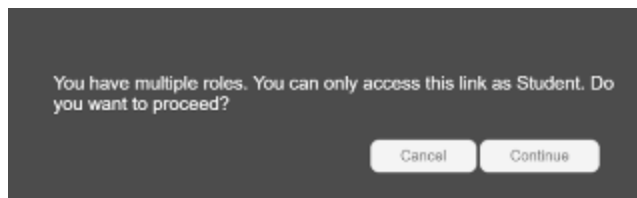
I click on Continue, because that seems to be the only thing I can click on. I get this screen with no information.
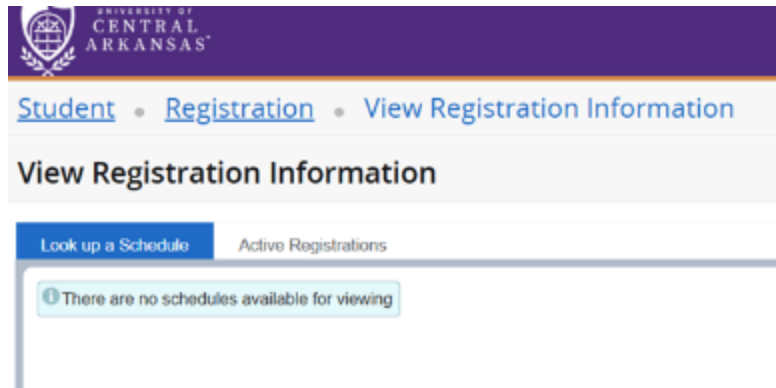
It appears that I do not have the permissions to be able to see my students' schedules. I could see them with the previous version of this functionality.
Is this an oversight?

4. Old Banner had a way for us to look up class schedules if we are not students and not advisors. This page now appears to be missing. I don't recall the exact link that I used to see the class schedule. I would go to Google, search for "UCA Class Schedule", and the webpage would be in the top results. Maybe it was "https://uca.edu/services/?s=ss8"? Whatever the link was, I don't know how to see a full listing of classes anymore.

5. While I have been able to access my class roster in Banner, it is annoying that the most current year is all the way at the bottom of the screen. Individuals that have been teaching for some time scroll forever. And, if you need to access multiple CRN's you have to rinse and repeat.

6. Given that the Senate has gotten so many concerns about how to use Self-Service in the new Banner interface, I assume it's because faculty have no idea who else to turn to for these answers (I don't know either). I was thinking as we go into training on the new Learning Management System (LMS) next semester, that we request that administrators make it clear where faculty go to get answers about using that new system. Is the Center for Excellence in Teaching and Academic Leadership (CETAL) in charge of the training? Is there going to be a mechanism for faculty to get answers about

using the new system next summer and fall when it is live and we run across a problem like faculty are finding now on Banner? "I used to be able to X on Blackboard, but now I can't figure out how to do it on this new system." Also, I don't think faculty are going to be willing to wait a couple of weeks for those answers, especially come August when we all will be setting up our courses and will have forgotten much of the training we underwent six months ago.

A. **CETAL already has a website for the transition to Brightspace that includes early training. CETAL has also started sending email communications about Brightspace training. As we are able and it is appropriate, senators will also inform faculty of the available training. The CETAL website on the Brightspace transition can be found here:** https://uca.edu/cetal/brightspace/

7. The following is both a faculty compliment and faculty concern.

The minutes this year have been strikingly thorough in comparison to some of the more-opaque reporting of previous years. Regular readers now have a clearer idea of the dialogue and debate that goes on in the Faculty Senate (FS) than we did last year. The minutes are also again sent directly to us by email rather than forcing faculty to go on a hunting expedition, as Dr. Brent Shires had us do last year. These are welcome changes, and they reflect good standards of open and shared governance. However, there is one area for improvement that might make future minutes the GOAT (Greatest Of All Time).

Academia is a field riddled with abbreviations, initials, and acronyms. It is understandable that short-hand terms arise to speed up communication amongst those who use long phrases repetitively, such as high-ranking administrators. Nonetheless, these abbreviated terms can be confusing and exclusionary to those who are unfamiliar with them. The Faculty Senate Minutes this fall have included the following initialisms with no accompanying definitions or explanations.
ACCESS, ACIREMA, AD, ADHE, AVID, BCBS, CAHSS, CETAL, CHBS, CIP, COB, COC, COE, COLA, CORE, COSE, CUPA, DBIE, DEI, DOC, FERPA, FSR, FY27, FYS, HLC, HPER, HR, ICE, IRB, IT, KPI, LMS, MA, MBA, MS, MWF, OIR, ORC, ORSP, PD, ROI, USDOE, VP
Many of these initialisms such as COB, are fairly obvious, but more than a few are not. For example, I was under the impression an ORC was a denizen of Middle Earth or could be found in a solid Dungeons and Dragons (D&D) campaign. Curiously

enough, "UCA" and "FS" are both properly defined by the letterhead employed by the minutes.

It has long been recognized that it is a good practice when speaking to explain abbreviations to one's audience. After the initial explanation, initialisms or acronyms like GOAT or D&D may be repeated at will. I recommend that speakers during senate sessions be reminded to get in the habit of stating the full name of something before using a shorten-form of it. That is of course, only if clarity of communication is their intention. Such practices will make it easier for the secretary to write clear minutes and for the readers of the minutes to understand them.

Roger Pauly, Professor of History

     A. **The Secretary agrees that these acronyms should have been defined in the proper manner, i.e.— "Standard Operating Procedures (SOPs)". In the future, I will follow this form except for standard acronyms such as UCA, COB, COE, etc—which should be understood by any faculty member.**

     8. I would like to share my perspective and bring this concern to the table. My hope is that UCA will listen, take this matter seriously, and work toward a solution. I truly appreciate both of you for being here and supporting us.

I have been a faculty member at UCA since 2014, beginning as an adjunct instructor and transitioning to a visiting clinical instructor in 2023. While I am grateful for the opportunity to serve in this role, I am concerned about the limitations that come with the "visiting" designation. As a visiting faculty member, I am excluded from benefits such as the deferred pay option and faculty study salary, which prevents me from receiving the pay increase afforded to others. This is both discouraging and frustrating, as it feels that my years of commitment and hard work are not being fully recognized or valued. I believe UCA should take into account the contributions of long-serving faculty members when making these decisions. With the rising cost of living, it is increasingly important that faculty in my position receive fair consideration and compensation. I hope UCA will reflect on these concerns and ensure that dedicated faculty are given the opportunities and support they deserve.

    A. Faculty decisions occur through several related but distinct processes. Hiring decisions are made primarily at the department and college levels, while approvals for new, base-funded faculty positions move from Department Chairs to Deans and the Provost, with consultation from some Cabinet members, and are informed by institutional metrics such as student credit hour production, program size, student–faculty ratios, and instructional need. UCA employs multiple faculty appointment types,

including adjunct, visiting full-time, and continuing full-time faculty, and recognizes the essential contributions of visiting faculty across the institution.

9. UCA does not offer Inclement Weather Event announcements for evening classes that are subject to different weather patterns than daytime classes. For example, temperatures routinely dip below freezing with rain or snow forecasted. Even if conditions are amenable during the day, this can cause dangerous circumstances for faculty and students who may be leaving the campus later in the night. This is especially true for our students who have to take evening classes because they are commuters and/or are working.

I believe it would be helpful for UCA to make a separate decision on daytime and evening classes depending on the weather. For example, if weather is supposed to be inclement or dangerous at 6:00pm, UCA could make the decision to continue with daytime classes while implementing a remote instruction plan or cancelling classes for evening courses with a notification by 3:00pm. This would effectively be similar to the delayed start time offered for early morning. Alternatively, I believe it should be clear that moving to remote or asynchronous instruction for evening classes is within the instructor's discretion. This should be reflected in the Instructional Continuity Plan.

> **A. The Instructional Continuity Plan is structured around mode of delivery rather than time of day, and it outlines how faculty may shift instruction during inclement weather in consultation with their department chair or school director. For face-to-face evening classes, the plan already permits moving to remote instruction if necessary – with a strong preference for asynchronous methods so that we do not disadvantage students who may lack reliable technology or internet access during a weather event.**
> **While UCA does not issue separate operational decisions for daytime and evening classes, the existing continuity framework provides faculty and department leadership the ability to adjust instruction modality when conditions worsen later in the day, while still ensuring access for all students.**

10. I had my annual eye exam recently. That office told me, "By the way, did you know that we aren't accepting your UCA vision insurance after January 1st?" They told me that they had difficulties getting reimbursed properly by Superior Vision. The office decided that maintaining a contract with Superior Vision

was not viable any longer. The office then said, "We called UCA and told them that we weren't going to accept Superior Vision any longer. We were surprised that UCA renewed its contract with them."

I have gone to the Superior Vision webpage and searched for providers in the area. I do see my eye clinic listed. There is no mention that my clinic will be delisted on January 1st.
It now appears that I have signed up for an insurance policy that I can't use. It would have been nice for us to know that my clinic will be dropped before Open Enrollment concluded.

My questions:
  ● Is this a widespread issue? Are other clinics also dropping Superior Vision?
  ● Whose responsibility is it to tell employees when a provider is no longer "in-network" with an insurance provider?
  ● Can employees un-enroll from Superior Vision now?
  ● Has UCA provided any pressure on Superior Vision to remedy whatever this reimbursement issue is?
        A. **President Davis is looking into this.**

11. When the HPER center got that obnoxious large advertising TV (which is not in the place where humans using the gym can actually see it once they are working out), they have stopped using the other TVs (that humans could actually see while working out) for announcements. The Thanksgiving break hours were posted on an 8.5x11 piece of paper at the front desk not on any of the TVs (as they always had been) or the enormous TV (not even the folding sign they often use). Can we turn back on those smaller TVs for regular announcements as had always been the case?

    A. **This is not within the Faculty Senate's purview, but we would suggest emailing the HPER Center or making a request at the helpdesk.**

12. Can we get an update on the safety issue in front of Schichtl?

        A. **President Davis will check on this, but the current discussion involves installing a speed bump or faux speed-bump markings.**

13. The following is an update from Dean Mills on graduate advising concerns from Nov. 11:

As you may be aware, the recent upgrade to Self Service 9 has affected how advisors access their student lists. Additionally, the timing and completeness of notification emails has been inconsistent. To address these challenges and provide you with reliable access to your advising information, Rae Miller, Enrollment Systems Analyst in the Registrar's Office, has developed an enhanced solution through the [Student Management Portal](#).

Rae has added an "Advising List" tab to the Student Management Portal where you can view your current students. This provides an additional, reliable method for accessing your advisee information at any time. (You will need the Self Service Advisor role to view the advising list). The view will vary based on your specific Slate roles. Please note that there have been some Axiom integration delays, but when the Registrar has active data from Banner, more information will be added for viewing next semester.

If you cannot access the [portal](#) or have questions about your roles, please contact Rae Miller at raem@uca.edu (or Levi Landers at llanders@uca.edu, who is also available to assist you).

Faculty Self-Service Alternative:

For those who prefer Faculty Self-Service, Amanda Paladino has confirmed that the advising list remains available there as well. Instructions for accessing it through Faculty Self-Service are attached. If you have questions about that platform, you may contact Amanda directly.

We appreciate your patience as we continue to improve these systems to better serve you and our graduate students. Please don't hesitate to share any feedback or suggestions as you use these new features. Your input helps the Graduate School and Registrar's Office make these tools work better for you.

V. Senate Committee Reports

Committee on Committees: Please comment on the Standard Operating Procedure (SOP) document. We will have tasks for committee members beginning in spring. The tasks will primarily be writing SOPs for specific committee procedures.

Academic Affairs: The committee has created a Google-doc to share ideas about signage options to promote voting during senatorial elections. Sen. Frank asks members to share ideas about what the signs should say. We will be working to purchase signs in the spring (before voting begins). We will also process the next round of Faculty Enrichment Grants. VP Thomas will create a designated webpage and an associated Quick-Response (QR) Code that can be placed on the signs and reused for multiple purposes.

Faculty Affairs: Nothing at this time

Faculty Advocacy and Engagement: Nothing at this time.

President Davis Left the Meeting: 12:06

VI. Action Items

There is resolution to amend the Faculty Senate Bylaws, Article IV, regarding Committee Assignments and Responsibilities relating to the (now-defunct) Diversity, Equity, and Inclusion Committee.

> **Senator McClellan moved to vote on the resolution. Senator Yarberry seconded.**

> **The resolution was approved unanimously.**

VII. For the Good of the Faculty

VIII. Reminders and Announcements:

A. Starting in the Spring 2026 semester Faculty Senate meetings will be held on the second and last Tuesday of each month.

B. Next regular meeting on Tuesday, January 13, 2026 at 12:45pm

Move to Adjourn: Senator McClellan
Second: Senator Burley

Meeting adjourned 12:45 PM.

Action Item A: Resolution: Amending Bylaw, Article IV. Committee Assignments and Responsibilities relating to the Diversity, Equity, and Inclusion Committee in the Faculty Senate Bylaws.

Whereas the Diversity, Equity, and Inclusion Committee no longer exists,

Be it resolved that existing language regarding the Diversity, Equity, and Inclusion Committee be stricken from the Bylaws.

~~The **Diversity, Equity, and Inclusion Committee** monitors, considers, and makes recommendations to the Senate on University practices and policies to promote diversity, equity, and inclusion.~~