



Meeting Minutes April 10, 2013

Call to Order

The regular UCA Staff Senate meeting was called to order at 10:01 a.m. on April 10, 2013 in Wingo 315 by President McBrayer.

Roll Call

Senators Present: Stephanie Hailey McBrayer, Lindsey Osborne, Tracy Spence, Sylvia Childers, Veda Charlton, Charlotte Fant, Andrew Faulkner, John Fincher, Mark Heffington, Lori Hudspeth, Mary Jackson, Denicha Kemp, , Linda Lentz, Debbie Melendez, Rheo Morris, Tyra Phillips, Michelle Reinold, Erica Ruble, Jenny Ruud, Patricia Smith, Cheryl Theall, Meghan Thompson, Lula Tyus

Senators Absent: Meagan Dyson (AE), Chad Hearne, (AE), Arch Jones (AE), Aaron Knight (A), Vicki Parish (AE), Kimberly Ashley-Pauley (AE), Josh Markham (AE), Kim McKee (A)

Minutes

The minutes of the March 27th, 2013 meeting were approved electronically on April 3, 2013.

Officers' Reports

President McBrayer

- *Concealed Weapons Open Forums*
 - Staff Senate hosted two Concealed Carry forums that were well attended. President Courtway and Chief James were in attendance and Katie Henry was the moderator.
 - A survey was sent out for those who did not make the forums or did not want to make a public comment. This anonymous survey was made available through org sync accessed through the university myUCA account. Results of the survey can be found at <http://uca.edu/staffsenate/research-studies/>. Contact form submissions sent to Staff Senate in lieu of attendance can be found in Appendix V.
 - The forums were planned before President Courtway stated his position on this issue. The goal was to allow the staff to have a voice on this issue. The Board of Trustees will make a decision on this topic annually.
- *Board of Trustees Budget Workshop*
 - Diane Newton presented the budget with several different scenarios to see the relationship between COLA increase and Tuition increase. The Board asked for students responses. UCA's Board of Trustees will have their final meeting of the year prior to all other university Boards. A 3% COLA was requested by the Staff Senate Compensation Committee and listed second in rank by the SBAC (preceded only by a faculty COLA), but no decisions have been made yet.

- *Presidents Meeting*
 - President Courtway acknowledged receipt of the staff's diversity resolution. He reported that a decision on diversity should be made soon and reiterated the Board's emphasis on the importance of student retention.
- *Emergency Staff Funding*
 - Four staff members were approved for emergency staff funding in Fall 2011 after the Vilonia Tornado Emergency. Two of the four completed the paperwork and received their funding. The Office of Internal Audit has asked if the other two people still needed to receive their funding.
 - Senator Phillips made a motion "to reissue a check to the Vilonia Victims who are still employed." After discussion, it was 2nd and passed unanimously.
- *Staff Handbook*
 - The Staff Handbook has been further updated and much attention has been given to aligning the hiring practices and policies in order to hold supervisors more accountable. The new applicant software that HR is looking at purchasing will also help in this process.
 - A big THANK YOU goes out to Kim McKee and the Staff Handbook Committee for their hard work on this long process.
 - The newly revised handbook will go before the Board of Trustees at the May 3 meeting.
- *Submissions*
 - An employee submitted a concern regarding Staff Senate elections being done online. The concern is that online voting is not voting by secret ballot as listed in the Constitution and whether or not an individual can vote more than once. The way online voting is set up, it remains anonymous and is limited only by IP address.
 - In the same submission, there were also concerns about some of the constitution changes were not listed in the changes originally. The document showing the changes has been updated. As of today, the only changes are to the Constitution, but the bylaws will be looked at next by the working group.
 - In the same submission, there was also concern regarding posting a survey through OrgSync and giving an external company UCA user names and passwords. OrgSync is a service that UCA has gone into contract with to provide survey options as well as other things. The system authenticates myUCA log-ins through UCA's authentication server, as is customary for products at UCA requiring authentication.

Vice President Osborne

- *Staff Senate Constitution*
 - The Constitution passed with 21 votes from Staff Senate senators voting in favor of the Constitutional changes.
- *Submission*
 - There was another submission to Staff Senate giving President McBrayer kudos for being "awesome."

Secretary Parish

- *No report*

Treasurer Spence

- \$4650 deposited into Agency account from Basketball Income.

- Increase a PO for .40 for postage stamps in order to pay for stamps for the remainder of the year.
- \$931.68 was moved to the Angel Bear/Foundation account from remaining WinterFeast/Angel Bear Tree donations.
- \$50 gift card was purchased for a drawing from those who served as Basketball ushers.

Parliamentarian Childers

- *No report*

Senate Committee Reports

Courtesy Committee – Senator Jackson

- *Sympathy* – Colin Stanton,
- *Thinking of you* – Tanya Jeffcoat, Debbie Melendez

Spring Picnic – Senator Jackson

- Volunteers needed for set up (9:00 a.m.) and tear down/clean up.
- Any questions can be directed to the committee chair, Mary Jackson at maryj@uca.edu or 450-5367.

Elections Committee – Vice President Osborne

- There are 18 positions to be filled during elections. Thus far, 72 people have been nominated and 25 have accepted the nomination. Please continue to nominate individuals you think would be interested in Staff Senate (open until Friday). Elections will occur April 22-25th. The election was pushed back in order to include a vote for the Staff Senate Constitution on the same ballot.

Commencement Committee – Senator Melendez

- There are 3 ceremonies for Spring commencement. 6-8 volunteers are needed per ceremony. It's an hour and half time commitment. Comp time will be available for volunteers. As of now there are 6 volunteers. If you wish to volunteer, contact Debbie Melendez at dmelendez@uca.edu or 450-5047.
- See the full report in Appendix I.

Professional Development Committee – Senator Fincher

- \$500 of approved money for professional development was unused. The committee has decided to sponsor 7 people for the Women in Higher Education conference held this Friday on campus, sponsor a few staff members for the Chic-Fil-A Leadercast, and buy two Strengths Quest codes.
- There are two more Brown Bag Luncheons planned. One of those will be a Microsoft Office Training.
- Funding requests for professional development will be due May 15th for July – December.

Staff Compensation Committee – Senator Lentz

- The annual compensation survey was targeted to go out during the elections, but due to the constitution also be included with the election the survey will be sent out at a later date. The committee is waiting to hear back from Katie Henry too.
- See the full report in Appendix IV.

Staff Scholarship Committee – Senator Fant

- Committee meeting on Tuesday, April 16.

Senate Committees with No Report: Angel Bear Tree Committee, Appointments Committee, Constitution Review Committee, Communications

Committee, Employee Recognition Committee, Football Committee, Staff Handbook Committee, Winter Feast Committee

University Committee Reports

Strategic Planning & Resource Council (SPARC)– President McBrayer

- The communications and shared governance report is now available online.
- See the full report in Appendix II.

Strategic Planning Committee (SPC)– President McBrayer

- See the full report in Appendix III.

University Committee Website: <http://www.uca.edu/committees>

University Committees with No Report: Academic Integrity & Discipline Committee, Affirmative Action Committee, Cost Containment/Responsible UCA, Disabilities Grievance Committee, Diversity Advisory Committee, Higher Learning Commission Compliance, Employee Benefits Advisory Committee, Health & Wellness Promotion Committee, Housing Exemptions Committee, Information Services Advisory Committee, Public Appearances Committee, Public Art Committee, SEED, Sexual Harassment Complaint Committee, Strategic Budgeting Advisory, Student Grievance Committee, Strategic Planning Committee (SPC), University Calendar Committee

Old Business

None.

New Business

Concealed Carry Act:

After discussion it was agreed that a resolution needed to be made and given to the Board of Trustees after we see the staff survey data. The business was tabled for further discussion on April 24, 2013.

Night of Distinction:

Foundation gives one ticket to the Employee of the Quarter winners and Employee of the Year winners. Staff Senate will purchase an additional ticket for each person's significant other to attend the event as previously approved in the budget.

Good and Welfare

- Campus Talk is April 11th at xperiod.
- Health & Wellness Fair April 16th 10:30-2:30
- Ribbon Cutting Ceremony for the HPER Recreation Field April 16th at xperiod.
- Cereal Drive possibility discussed.

Adjournment

Meeting adjourned at 10:56 a.m. by President McBrayer. The next regular meeting is April 24, 2013.

Minutes submitted by: Veda Charlton, Senator & Vicki Parish, Secretary

Appendix I

I. Staff Senate Committee Name	Commencement Committee
Date of Meeting	04/10/2013
Roll Call: Senators Present (please indicate if any voted via email)	Debbie Melendez
New Business	<p>Time to volunteer for Spring Commencement:</p> <p>It is getting to be that time of the year again! Volunteers are needed to serve as ushers/assistants for the Spring Commencement Ceremonies on May 4th in the Farris Health and Physical Education Center. The duties would include passing out programs, welcoming visitors, and assisting graduates and faculty.</p> <p>The first ceremony will begin at 10:00 a.m. Ushers/assistants will need to be at the Farris Center at 8:30 a.m.</p> <p>The second ceremony will begin at 1:00 p.m. Ushers/assistants will need to be at the Farris Center at 11:30 a.m.</p> <p>The third ceremony will begin at 4:00 p.m. Ushers/assistants will need to be at the Farris Center at 2:30 p.m.</p> <p>After the ceremony begins, volunteers are free to leave. Your commitment is only about an hour and a half.</p> <p>Ushers are expected to dress nicely (no jeans) with appropriate, but comfortable shoes.</p> <p>Please consider assisting the UCA community and its graduates by being an usher/assistant. This UCA community service has been performed for many years by UCA employees and is sponsored by the Staff Senate.</p> <p>Contact Debbie Melendez at dmelendez@uca.edu or 450-5047 if you can support our UCA graduates.</p> <p>May 4, 2013 Commencement</p> <p>First Ceremony: 10:00 a.m. College of Education, College of Liberal Arts, and College of Natural Sciences and Mathematics</p> <p>Second Ceremony: 1:00 p.m. College of Business and College of Fine Arts and Communication, University College</p> <p>Third Ceremony: 4:00 p.m. College of Health and Behavioral Sciences</p>
Submitted by:	Debbie Melendez
Email	dmelendez@uca.edu

Appendix II

University Committee Name	(SPARC) Strategic Planning & Resource Council
Date of Meeting	04/02/2013
Roll Call: Senators Present (please indicate if any voted via email)	Stephanie McBrayer
New Business	SPARC met to discuss the recent forums on the Strategic Plan. We reviewed all of the recommended changes and suggestions and determined a course of action. The feedback will be distributed to the full SPC for review and discussion.
Next Meeting:	unknown
Submitted by:	Stephanie McBrayer
Email	smcbrayer@uca.edu
I need to address Staff Senate at our next regular meeting.	- No

Appendix III

University Committee Name	(SPC) Strategic Planning Committee
Date of Meeting	04/04/2013
Roll Call: Senators Present (please indicate if any voted via email)	Stephanie McBrayer, Lindsey Osborne, Patricia Smith
New Business	Attached is a document containing a complete compilation of the feedback obtained from the campus community during the strategic plan forums held in March. The feedback is organized by Goal and Objective of the Plan. Please note that all comments from the forums are in red. The Strategic Planning Committee will be working through this feedback at our meeting this month, and likely next month as well.
Next Meeting:	5/2/13
Need to Upload a File?	Campus Forum Comments Compiled by Goal Objective 2013.pdf
Submitted by:	Stephanie McBrayer
Email	smcbrayer@uca.edu
I need to address Staff Senate	- No

at our next regular meeting.

Appendix IV

Staff Senate Committee Name	Compensation Committee
Date of Meeting	03/13/2013
Need to Upload a File?	Staff Senate Compensation Committee Minutes 3-13-2013.docx
Submitted by:	Linda Lentz
Email	llentz@uca.edu
I need to address Staff Senate at our next regular meeting.	- Yes

Minutes
Staff Senate Compensation Committee
Wednesday, March 13, 2013
Wingo 315, 11:00 a.m.

Members Present: Linda Lentz, Stephanie McBrayer, Patricia Smith, Sylvia Childers

Others Present: Amber Hall

Meeting was called to order at 11:00 a.m. by Chair Linda Lentz.

New Business: A draft copy of the survey was dispersed among the compensation committee members. After discussion, the survey was revised for both classified and non-classified staff. Survey monkey will be the polling tool used to survey staff and to gather information for the Fall 2013 recommendation to Strategic Budget Advisory Committee. The target date to disperse the survey is April 15, 2013 with follow up reminders to complete the survey on April 22 & 25, 2013 and the end date of April 26, 2013. A link will be sent to compensation committee members to review the final survey before it is officially launched. A final decision was made to post pone the dispersing of the survey a couple of weeks so it would not conflict with Staff Senate elections.

Being no other business, the meeting was adjourned at 11:30 a.m.

Act 226- Concealed Carry Submitted Questions/Comments to Staff Senate:

1. My question is for the upcoming Concealed Carry Open Forum. I will not be able to attend, but I would like an answer to my questions below. Thank you.
In Act 226, what does "trained" and "licensed" mean? I do not see any definitions of this in the document anywhere. Are we supposed to assume that trained refers to police/security? or does it mean something else?
2.
 1. In the event of an active shooter in a building, what would be the suggested advice for people to mitigate their odds of injury or death until the police arrive if they are in a location where they cannot hide behind a locked door or have an alternative exit?
 2. How much harm could be inflicted in the amount of time that it would take the police to arrive and devise a plan of entry?
 3. Since the state of Arkansas has now allowed specific people to carry concealed weapons onto a college or university campus, if the administration of this university opts out from that, what ramifications might the university have if there are injuries or deaths in the event of an active shooter and we were not allowed to protect ourselves? Schools and universities are often scrutinized for their safety measures or criticized for the lack of safe guards. Could the university be held liable if the law recognized the rights of specific individuals to carry concealed weapons but the university withheld that right from someone who might have been in a position to effectively stop an active shooter?
 4. If the perspective about "convenience for police to be the only known gun carriers on campus" is the primary reason for disallowing others to carry concealed weapons, how does that convenience usurp the safety of those of us on campus?
 5. Knowing that statistics show that one's firing accuracy is diminished in a crisis situation due to chaos and adrenaline, even for well trained police, does that factor override one's right to try to protect themselves and possibly others when their life may be in danger?
3. I think it is a great idea as long as it is in the hands of licensed and trained professionals. I believe just that alone will prevent a lot of crime in itself but it also makes me feel safer that if something was to ever go wrong on campus that there is someone there to help and end the situation.
4. Am I reading this right? You can not have a fire arm in your private vehicle that is parked on campus when attending college? Even with a concealed permit? For those of us that travel alone long distance? What is wrong with this picture? You put us at risk!!!!!! Yes I believe faculty should carry to protect us; but we have rights to protect ourselves too and walking several blocks extra to park off campus puts women in harms way and that makes the university responsible!!!! You people that hate guns need to remember it is not the gun that is at fault, it is the idiots that obtain and use them by illegal means and believe me no law is

going to stop that. In my eyes we the innocent and the weaker sex are put in harms way with stupid laws, because it is very apparent that you only see the shooter firing aimlessly at those that are not armed. This would not happen as often if we the law abiding people were armed, the bad guys would think twice before attempting anything in public. In case you dont remember world war II when Japan attacked Pearl Harbor they were asked why they did not attack on American soil here in the United States and the reply from the Emperor was "We knew every American had a gun at home and would rally to the cause".

5. During the 18 years prior to 1995 there were 33 school shootings and 54 deaths. In the 18 years since the Gun-Free School Zones Act of 1995 was signed by then-President Bill Clinton, there have been 83 school shootings, resulting in 209 deaths. These numbers indicate a drastic increase in the frequency of shootings on school campuses, both at the university and traditional school levels.

The University of Central Arkansas' police department has not returned the writer's request for response time, but the Minneapolis Police Department brags on their website about their very short EIGHT minute response time. Eight minutes is also the national average response time for urban police departments. Eight minutes is a long time with there's a gun pointed in your face. Eight minutes is a long time for a murderer to have free reign of a school. Eight minutes could mean the life of thousands of students. A semi-automatic hand gun can fire over 1,500 rounds in 7 minutes, according to the FBI. That's potentially over 1,700 lives lost in the 8 minutes it takes for police to arrive on the scene, if the shooter has only one handgun, plus the lives lost prior to the emergency call being made.

When there is a mass murderer in a school setting, the school becomes a war zone instead of a place for learning. Educators are cursed with the responsibility of caring and protecting their students, come what may. Because of the Gun-Free School Zones Act of 1995, we are sending unarmed professors into a potential war zone each day. They are unable to defend us with words or knowledge when the perpetrator has a semi-automatic weapon in his hands. They are unable to protect us with their bodies and closed doors when the deranged has hundreds or thousands of bullets ready to fire. They are unable to save us with their kind nature and loving souls if the murderer intends to steal the lives of us or those most precious to us. The educators or faculty are going to die, right along with us, because they were not equipped to be in battle with a gunman.

In Mississippi, a 16-year-old sophomore entered a high school with a hunting rifle under his overcoat. He opened fire, killing two students and wounding seven. The assistant principal ran to his truck and retrieved the .45 automatic he kept there. Running back, he spotted the shooter in the parking lot and ordered the teen to stop. The vice principal put his gun to the shooter's neck and held him until police arrived.

At a Virginia Law school, a disgruntled student shot and killed the dean and a professor before shooting four students, killing one. Hearing the shots fired, two students ran to their cars to retrieve their guns. With rifles aimed at the shooter, the two ordered him to drop his weapon. It wasn't until the shooter turned and saw a gun in his face that he laid down his

weapon and put his hands in the air.

A police-focused magazine, "Police Patrol: A Community for Cops," completed a survey of their readers and discovered that 94% of the police respondents support civilian concealed carry laws. The fact of the matter is: we can't afford for our educators to wait 8 minutes to get response from local police when a shooting is occurring right now. Furthermore, a police officer must have sufficient backup before entering a hostile environment, which takes more time. A research study published by the Tennessee Law Review reports that nearly 60% of convicted felons state that they are "more concerned with meeting an armed citizen than being confronted by a police officer." Students and visitors at UCA may be classified as convicted felons, gang members, murderers, rapists, or kidnappers just as easily as being a good-natured student with no criminal background. All walks of life are welcome here and that diversity is what gives UCA the excellent learning environment that it provides, but also serves to allow criminals the opportunity to seek victims easily. Educators and faculty must be prepared to protect their students because students are not able to carry their own protection for the front lines of this war zone.

Since the 1970's, Israel's schools have required teachers and parent aides to arm themselves with semi-automatic weapons. Since the implementation of this requirement, there has not been a single school shooting. While the requirement of teachers to carry a weapon is extreme for our culture, we can learn from the Israeli law that having competent teachers holding firearms deters would-be shooters from killing our students. We should encourage educators to receive concealed carry licenses and the training necessary to protect us while in this learning environment.

References:

<http://www.ci.minneapolis.mn.us/results/ps/policerresponse>

http://www.slate.com/articles/news_and_politics/explainer/2009/11/how_many_times_can_you_shoot_a_handgun_in_seven_minutes.html

http://en.wikipedia.org/wiki/List_of_school_shootings_in_the_United_States

<http://www.creators.com/opinion/larry-elder/do-gun-free-zones-encourage-school-shootings.html>

<http://www.policemag.com/channel/patrol/articles/2012/09/police-readers-overwhelmingly-support-concealed-carry-romney-for-president.aspx>

http://www.guncite.com/gun_control_gcdgeff.html

<http://www.guncite.com/journals/tennmed.html>

<http://www.ucapd.com/>

6. Topic: Gun control at UCA. I have a concealed carry permit, but will not be taking a gun to class, nor do I believe we should. Leave that up to our campus police who are always quick to respond. HOWEVER I do want to be able to have my gun locked up securely in my car for before or after work if I go somewhere and want to have it with me.

7. Is there a possibility of students being allowed to lock guns in their cars. Some of my students have to drive home after dark in rural areas. They cannot bring a weapon on campus and therefore don't have one to take on the way home.
8. Many of the faculty and staff on this campus are mentally unstable, as anyone knows who's worked here for long. It would be madness to arm them. I have no more confidence in armed faculty and staff than I have in armed students. If we succumb to the Texas madness I for one will be leaving my tenured post at the university at the earliest opportunity.
9. I don't feel like we need more guns in the educational setting, even though I support "right to carry".
If we feel like we need more guns on campus, please hire additional police officers. I believe we should support the UCA police and their thoughts on additional guns on campus.
If we vote to have licensed to carry concealed hand guns on the UCA campus, I would rather the hand guns were "fingerprinted" triggers - so that only the person licensed to carry could shoot the gun.
10. I completed the questionnaire on the Concealed Carry legislation this morning (Thursday, April 4th) and when I chose the link to see the results (I thought it would be the results of all that had taken the survey--or maybe I am the only one who has taken it??!!), it showed my individual answers and it was at that point that it showed I did not answer the third question about whether UCA should disregard the legislation and not allow concealed carry on campus. I am positive that I answered that one (that was my whole reasoning for taking the survey).... it should say I chose Extremely Disagree. I just wanted to make sure my "vote" was counted! Thank you!!
11. Is there a way to get the information which was covered in the forum? I was unable to attend, but would love to have the information discussed. Thank you very much.
12. I was mistaken about the website. We are able to use our campus logons. I must have hit the wrong button before. The questionnaire is badly biased in favor of carry and conceal. One of the questions assumes the policy is already in place. Hope Wingo is picking up these messages.
13. Why are we having a survey when President Courtway said he was going to opt out. And that the survey was not anonyms. Why did we have to log in with our UCA login and password?"