



Faculty Senate Meeting Minutes

Friday, April 15, 2016

1:00 PM until adjournment

DSC B&C

I. Welcome and Roll Call

Present: **CALS**—Anson, Cheatham, Ecke, LeGrand, Street, Smith, Law, Warner, Douglas, Kyong-McClain. **CB**— Farewell, Hendon, Leonard. **CEHP**—Prince, Evans, Oltmans, Vander Putten, Layton, Rurup. **CSSC**— Flinn, Jenson, Blevins-Knabe, Matson, Giammo, Scranton. **CEIT**— Anderson, Tramel, Tschumi, Byrak. **LAW**— Foster. **LIBRARY**— Macheak. **EXOFFICIO**—Anderson, Wright, Toro.

Absent: **CALS**—Cates, Thibeault, McAbee. **CB**—. **CEHP**— Carmack, Crass, Clemmons, Lowery. **CSSC**— Craw, Golden. **CEIT** —Jovanovich, Ray. **LAW**— Boles, Fitzhugh. **LIBRARY**—. **EXOFFICIO**—Hickman, Laan.

II. Review of Minutes February 19, 2016 Approved as submitted with reports

III. Announcements: A Wright:

Chancellor has disapproved Skim legislation; being revised

Assembly meeting April 21; Nominees for Faculty Senate president

Chancellor search: Where are we in the process? Bobbitt laid out strategy and search committee has been formed and has reviewed search firm files; committee now meeting with candidates based on this review and will determine if any merit campus visits -- as reported in *Arkansas Democrat Gazette*

May 6 2016 faculty senate will be in Legends to celebrate athletes.

IV. Reports

A. Chancellor's Report – Joel Anderson

Thank you – comment on the legislative session;[the Medicaid expansion discussion] it is not over til it's over -- what has gone on recently are initial activities so don't be discouraged; there will be several votes. There is much strategy to be played out. We are hoping for a pass because it is propitious for our budget.

We don't know of other machinations– may be out there – anticipate more drama but hope for the best. Failure to pass will mean cuts for us.

Bad/Good news: almost certainly going to have 2% increase in health insurance premiums but it appears that we will be able to request a tuition increase and I will ask for small raise for all. Board will not act on budget until after the legislative session, therefore probably not until June.

Sal Rinella recs: push for enrollment has already begun and the response is good. We are trying to increase the yield of apps that have come in and those who actually come and enroll. Aiming at 4% increase in enrollment and identifying things that are doable. There is much activity going on already that will be productive. Thanks for pitching in and it really is worth working on. Most of our students' decision time is coming due.

Invites retirement jokes: be nice to your kids, they could choose your nursing home. Answer to everything is 'so what?'

B. Provost's Report – Zulma Toro

16 minutes Specifics and initiatives to promote enrollment: every Monday morning we receive a list of students who have been admitted; we will advise them with the aim of getting them to commit to UALR. Also, bring them back: those students who have become inactive within the past five years. Enrollment management has a new form for evaluating credits? Initiative with private scholarships deans are getting info to identify students who have financial difficulties; intervene early and perhaps award private scholarships. Grad coordinators; please consider apps timely and decide timely. Call students who have been admitted in such a way that it is ensure they will come here.

Campaign targeted 4 programs based on market looks good, and the programs are unique to UALR; this week focus is 'build the environment.'

We have a crew of faculty, staff and students working on diversity and inclusion plan. These efforts are based on work done by Diversity Council in their 2013 survey. Information is being collected in a well-designed process.

Launched Hispanic initiative to make UALR the go to for Hispanics.

HLC-team is going to Chicago for annual meeting; we are proposing an assessment academy; As part of that process I received promised report from QI system team significant progress in data processing data management etc. with work from ORSP You will have opportunity to give input on -----survey

Look at UA system strategic plan – there is a plan in place and University will be evaluated based on it.

Please nominate for Bright Spots; there will be a surprise for nominees

Thank you

C. Planning and Finance – Rosalie Cheatham report posted (mid way by +=26m)

A Wright asks for motion to receive report – E Anson moves and G Jensen 2nd motion carries.

D. Council on Core Curriculum and Policies – Belinda Blevins-Knabe

E. Undergraduate Council – Mike Tramel

F. Graduate Council – Brian Berry

G. Faculty Governance Committee – Pete Tschumi

48 min Review of procedure; there has been confusion – you are free to revise until it goes into the queue. We are striving to move things through timely.

Lists send backs – and preparing to do...

One more thing I am concerned that we have some deans who think they are to tell faculty what to do as to revisions. Gives example. This is a faculty governance process and must be respected – it is faculty’s responsibility; admin can ask questions , but it is your document.

V. Old Business

None

VI. New Business

A. Motion FS_2016_12. Senator Macheak on behalf of Library Faculty (Legislation. Requires majority vote at one Faculty Senate meeting, second required) Place a constitutional amendment on the University Assembly agenda (Ottenheimer Library to Collections and Archives)

Macheak moves; P Tschumi seconds

Be it resolved that the Constitution of the Assembly of the University of Arkansas at Little Rock be modified to replace “Ottenheimer Library” with “Collections and Archives” throughout the document.

No discussion – vote carries

B. Motion FS_2016_13. Faculty Senate Executive Committee (Legislation. Requires majority vote at one Faculty Senate meeting, no second required) Commend Senator Tschumi

54 min

Moved by A Wright

In recognition of his many accomplishments, including serving as President of the UALR Assembly and Faculty Senate, Be it Resolved that the Faculty Senate commends Pete Tschumi for his service to the university.

Vote called carries

End first Mp3

C. Motion FS_2016_14. Planning and Finance Committee (Recommendation. Requires majority vote at one Faculty Senate meeting, no second required) Work Load Policy

Be it resolved that the recommendations from the Planning and Finance Committee report on Workload policy changes be adopted as amended.

00:55 of Mp3 #2

R Cheatham moves

E Anson: Concerns about chairs' workload – it may distance them from students and teaching. I propose a friendly amendment for 9 hours as opposed to 6, retaining the language about the ability to adjust.

B Blevins-Knabe: Rejoins against motion: Departments are different in size and there is a wide range of variety in what the chairs of different departments do. Six hours is a reasonable standard.

AW: Motion holds? Is there a second?

P Tschumi: I'll second, but there is something I would like to add. It is reasonable to set the standard at nine, with the understanding that there are some departments out there where nine is too much. There needs to be a mechanism for adjustment when needed.

J VanderPuten: Important to recognize changing nature of titles in administrators and roles roles and functions should be accommodated. consistent with new organization

R Cheatham: Top of page two perhaps: how to factor in substantially larger class size? Other factors...

E Anson: I have seen it from different perspectives.

C Bayrak: Concerns understandable; Teaching and research are considered; increasing teaching load threatens that. Is there a way to leave it up to the units?

J VDP: Document will be stronger if it recognizes the emergence of the director role.

A Wright: We are actually debating on 6 vs 9; if you want to bring that up after this, you may.

J Hendon: I served on the committee and can say that the wording is to protect the non-standard workload - intended to give some wiggle room.

G Jensen: Agree that there is much variation among departments; I was teaching two courses in a semester as chair. Couldn't keep up. Had to argue for a lower level, which was difficult. Creates problem for hiring/attracting chairs.

R Cheatham: used to be that chairs also taught in the summer – how will this apply? Is it one class in the Spring and one in Fall?

J Ecke: If the chair teaches in the summer then some faculty may not get paid for summer work.

K Leonard: Responsibilities for large departments is great; 9 hours is too much. A standard is impossible because of the variation in departments

E Anson: Retain faculty's participation in department admin.

A Wright Calls vote on the amendment

10 ayes 16 nays Fails

Further discussion on the motion itself

16:00

K Leonard: asking for transparency: report on chair's workload.

R Cheatham: suggestion for reporting - not confident that that is possible

K Drale: One possibility is to make the instructional load report available at least by college.

JVDP: The metric of the student counts needs consideration. Some of you remember S Robertson asserted that easier to teach online than in person for example.

K Leonard: Is it possible to go across campus? Any of us could log on and see?

C Drale: Not yet but we are examining possibilities. Looking toward report on workload by semester.

J Matson: There is more than one factor that should be considered in calculated reduced workload for chair, a lot more than how many students are being taught. There are many more things that we do, and how things are done – whatever we come up with, it needs to reflect careful consideration.

K Leonard: I agree – I think that is what we are doing now—in one instance we may teach with essays; in another something different. However we measure it, it needs to be meaningful.

J Matson: Different types of instruction is definitely a consideration.

R C: I recognize your concerns. Our hope is that this is the start of the process and that it will push the meaningful discussion forward.

JM: cip codes and how they figure in the calculations? Or there may be a model out there that could be valuable.

AW: Make the motion so that it includes both issues that remain to be resolved?

E Anson: You can look at the schedule and enrollment.

J Hendon: There is a way to do it but it is labor and time intensive

J Matson: Questions about the reliability of BOSS data and has been carefully scrubbed before going to HLC

A Wright: Calls vote - motion carries

D. Motion FS_2016_15. Graduate Council (Legislation. Requires majority vote at one Faculty Senate meeting, no second required) Graduate Student Regulations

29:12 C Bayrak moves

Be it Resolved that the GA Policy in Attachment A be adopted.

Commentary: This policy has been used by the Graduate School for several years. Graduate Council has modified existing policy and is bringing it to Faculty Senate for formal adoption.

B Berry: there has been a GA policy 501.3.4 Students with assistanceships must be enrolled at least one hour. It is problematic. See handout adapted the policy to reflect issues

E Anson: We had problems taking care of math students. Often they didn't get paid til the end of the semester.

C Bayruk: Rules to follow - it is difficult; there is intrinsic conflict. This will resolve that.

Vote called motion carries

1:49

E. Motion FS_2016_16. Ad Hoc Committee on Judicial Policy Review (Legislation. Requires majority vote at one Faculty Senate meeting, second required) Revisions to Judicial Policy

P Tschumi moves K Layton seconds

Be it Resolved that all past legislation on Judicial Policy be replaced by the Judicial Policy in Attachment B.

Adjoa: Original motion was filed by Tschumi and ad hoc committee created and spent lots of time working on it. We now have a comprehensive judicial policy. [Refers to document].

Underlying principle a set of policies that are publicized, we know them and that we follow them.

R Cheatham: Refresh us on the fact that primarily existing policies were collected and pulled together.

E Anson: Was there a reason for all the different fonts?

AA: [Explained] It can be fixed.

Foster: Thanks to the committee; You have done a good job. I am not familiar with this policy and would like to be able to make a side by side comparison?

PT: says both docs will have to be looked at side by side.

Adjoa: Yes we can put them side by side. Will do.

AWright: If possible, this is going to replace all existing policy. Out with the old and in with the new.

Adjoa: Agreed. We will make sure we pull things down as we replace.

PT: Areas of academic integrity will be a bit challenging to follow. All material has been accounted for.

J Hendon: Preamble definitions statements about innocent until proven guilty but this standard is until substantial evidence has been proven which is a civil standard

Adjoa: Preponderance of evidence is the standard and our goal.

J Hendon: Agreed

Adjoa: It is important that we avoid taint by accusation our concern or someone not be tainted by accusation

P Tschumi: We aimed at that.

R Cheatham: get those most intimately involved in providing input they offered most of the substantive revisions most clearly the amount of time needed for appeals was erratic. We tried to standardize language and definitions, timeframes, not substance of the policy itself.

Foster: agree with Hendon; two issues: academic issue for students and employment issues education but don't punish applies with students but not with employment

JVDP: grave concerns of use of terms 'innocent' and 'guilty.' They legalize the climate negatively and will have consequences.

K Leonard: Student vs employee issues by combining two policies blurs the lines between student and faculty. Employment issues are contract issues – the roles are very different.

Adjoa: These are existing policies. We did not change substance – we refined and clarified, reorganized. For example: separated grade appeal from something else 47;02

P Tschumi: there is a need to recognize there should be an educational need relative to faculty. Some misdeeds require education or other remediation not punishment.

J Hendon: that is why you have just cause, due process to go through steps to identify severity of the issue and we may be missing a step here. We are missing that link here for student and for faculty there are cases where the students do need to be disciplined.

Adjoa: what I hear and what we will take back to committee is the standard we are using requires clarity and caution is called for -- let us not meld two together. They cannot be treated the same.

PT: we lay out degrees or range of penalties for students but not faculty please send Adjoa your suggestions. Two policies new moral turpitude and procedural appeals are new VII & VIII.

A motion to post-pone to the May 5, 2016 meeting was made and seconded. A Wright Calls for the vote. motion carries

VII. Open Forum - none

VIII. Adjourn 3:17 pm