



UNIVERSITY OF ARKANSAS AT LITTLE ROCK
University Assembly Meeting

Tuesday, August 16, 2011 • 2:00 p.m.
Dickinson Hall Auditorium

Minutes

I. Call to Order

President Laura Smith-Olinde declared it to be 2pm and opened the meeting. She welcomed everyone back, or to UALR for the first time, as the case may be.

II. Review of Minutes

President Smith-Olinde invited comments on the draft minutes of the April 28, 2011 meeting, which had been posted on the web site. The secretary commented that an error in the draft had been corrected: the attachment labeled “C” had been corrected to “B,” and the correct version will be posted on the web site with the approved minutes.

Tschumi moved, and Moore seconded, that minutes be approved. The motion passed on a voice vote.

III. President’s Comments

Welcome for another semester. You know, I was discussing with my husband what I would say in my remarks to this body (he’s a clinical audiologist, and a smart man – he married me), and he pointed out that, in academe, fall is really spring, because everything is new in the academic year. So: Welcome to Spring! I have a weapon that no previous Assembly president has had – a Wonder Woman bracelet. I’m feeling so much more empowered.

We are ready for the work of the new semester. Last year, then-president Andrew Eshleman made a serious effort to populate the Senate and Assembly Councils and Committees more systematically – and at this point, we have only one or two vacancies. I will be asking all the committees to convene early in the semester. When you receive the list for a committee you are on, one person will have an asterisk – which means that

person will convene the committee for its first meeting, but not necessarily be the chair. Please convene your committee during the first few weeks, review the committee's charge, and finish any work from last year. And if you would, please discuss the committee and how it fits into what goes on at UALR – some committees will always be here, and some might have made sense at one time but no longer do. There are 28 committees – that seems like a lot. And it may be that all are needed but we want to undertake a systematic review.

The Faculty Senate needs a Vice President, for one year to fill out the term vacated by my election as President. We will have the election at our first Senate meeting on Aug 26. You should let the Executive Committee know if you are interested, or we can have nominations from the floor.

Concerning the Academic Calendar, there is a little bit of a wrinkle: the 2014-15 calendar was not approved last spring, and therefore needs to be approved early this fall. There was some interest in adding a fall break to the calendar. That question will have to be decided this fall.

Another possible initiative is to revise the Faculty Handbook. Parts have already been done (e.g., system policies have been updated) but we will look at whether to undertake a comprehensive review.

IV. Motions to Modify the Constitution of the UALR Assembly: Pete Tschumi.

(Legislation. Requires three-fifths vote of the Assembly, provided that a quorum is present, at two consecutive meetings. Second vote; motions attached).

Tschumi: we passed the first vote in the spring. The changes were motivated because Andrew Eshleman did leave before finishing his term, which made it necessary to make implicit assumptions explicit. I move Motion A – how to create an interim president.

Ford seconded the motion.

Smith-Olinde invited discussion. There were no questions and no discussion. The motion passed on a voice vote.

Tschumi: I now move Motion B, which is to change the name of Resource Manager to Counsel, which is a better name and more descriptive of the role this individual fills.

There being no discussion, President Smith-Olinde called for a vote: The motion passed on a voice vote.

V. Academy for Teaching and Learning Excellence (ATLE): Co-Directors Dr. Juliana Flinn and Dr. Mary Anne Garnett.

Flinn: Hopefully everyone knows about ATLE. Our job is to facilitate initiatives on behalf of effective teaching. There are three co-directors: Steve Edison, Mary Anne Garnett, and me, Julie Flinn. Carol Thompson has stepped aside after 4 years. We appreciate her work on behalf of ATLE.

The co-directors presented information with a Powerpoint. The ATLE Office, in Dickinson, is staffed from 9am to 4pm every day. We have a web site and various publications – a newsletter, Success Shorts (once a week, contributed by faculty, only 2-3 sentences – people like these). We will have activities throughout the semester: (1) talking about teaching; (2) Shadow and Share (matching two faculty for observations and conversations about teaching); (3) workshops – teaching demos, presentations, book discussions and, this year maybe also article discussions); (4) guest speakers; (5) panel discussions. We provide incentives: you get to meet people from all over campus, you can work toward teaching awards, or toward becoming a distinguished teaching fellow, and you can publish your teaching philosophy statement on the web site, among other possibilities.

Garnett: We are very excited about the next item: We can now use DSC-G as a faculty lounge – it's called the ATLE faculty lounge. We invite you to come in and sit down with people you know or don't know, 10am to 2pm Monday through Friday. There is also a faculty dining plan – for every \$100, you get an extra 10%, and it rolls over to the next semester. ATLE is going to focus on student success – that will be the theme of many of our workshops, which will also take place in DSC-G, the first Wednesday and third Thursday of each month. The first one is on Service learning and will be facilitated by Kristen McIntyre.

VI. Remarks by the Interim Provost, Dr. Sandra Robertson

Robertson: I'm glad to be back, I think, in this role. An analogy: I'm going to consider myself the grandmother provost, spoil everyone, and then turn you over in six months to the new provost

I want to express my thanks to ATLE for all they've done. I'm not going to follow in footsteps of the previous provost by trashing the budget director – I think she's a pretty nice person. Just so you know, I'm stepping in with a broken toe. (That was all off-script.)

I have a 50 year history with UALR (hard to believe, I know) – I'm close to 65 and retirement so I can do whatever I want. I remember it from the house my father built, across the street from Little Rock University (LRU); the enrollment was a little over 1200 students. When I was a senior at LR High School, I had a crush on an older man who was a student at LRU. I went to college at Ouachita University and my father talked me into graduating in 3 years, to save him room and board – so, to be able to do this, I went to summer school at LRU (the education buildings were new at the time!), and by

then enrollment was about 3,000. Then 35 years ago I started working at the Learning Center, and the enrollment was up to 9,000. So we are celebrating all of this.

We celebrate growth – we will have a little over 13,000 students this year (eight years ago the enrollment was 12,000). Concurrent enrollment generates over 11,000 SSCH. We have increased the number of our graduates.

We celebrate quality: ATLE, Distance Learning, the University District Initiative, assessment, transfer support services, housing and residential life – these are all quality measures from our North Central Accreditation report.

We celebrate the faculty: their accomplishments are cited in the Annual Reports from all the deans – there were 2,092 publications/presentations/exhibits, and impressive numbers related to the other areas of faculty responsibility, teaching, and service.

We celebrate the completion of two Faculty Roles and Rewards documents – that was a big job and will be so good for all of you.

We celebrate the many hard-working committees – the Task Force to review the undergraduate curriculum, and numerous others - so what were you doing in your spare time?

We celebrate research – the Vice Chancellor for Research reported \$27 million in research dollars awarded last year. We celebrate nanotechnology, a relatively new area. We celebrate the Office of Innovation and Commercialization – there are seven active start-up companies. Keep that research up!

We celebrate programs – we have seven new doctoral programs. When we move into the next category of SREB [Southern Regional Education Board], we get more salary funding – to do that, we must produce 30 graduates in five different CIP codes over three years. [CIP = Classification of Instructional Programs]

We celebrate that we have doubled the number of Nursing graduates and increased the number of qualified teachers in the state.

The Law School's legal writing program is ranked 22nd nationally (applause).

We celebrate student success. I thank you for approving policy changes to help students succeed – advising, automated degree audit, and the appointment of our Student Success Guru Daryl Rice (Rice: I'm not a guru), who has a new initiative, to match faculty with new students – he will be asking for volunteers.

We have five centers on campus: Academic Success, Math (two!), Communication Skills, and Writing. We have AAMI, the African American Male Initiative. The Chancellor's Leadership Corps has been expanded.

We celebrate our Community Partnerships – we have lots of them – with the Clinton Library, ASI [Arkansas Studies Institute], The Rep[ertory Theater], the US Geological Survey, and more.

We celebrate Outreach – the Arkansas Small Business Technology Development Center; the IEA [Institute for Economic Advancement], which does work for AEDC (Arkansas Economic Development Commission); the IOG [Institute of Government], which works with local business and government; our public media (KUAR/KLRE.); and the new Institute on Race and Ethnicity, which has special meaning for me as Central High School graduate.

We celebrate dollars! We have upped our Campus Campaign to \$100 million and we are almost there. We are giving out one million dollars a year in private scholarships now.

Interim Provost Robertson then played a brief movie, a welcome to the class of 2011 on move in day.

We celebrate what we are today and what we are becoming. We are becoming more “traditional,” with 1,000 students living on campus; we have high admission standards, most of our incoming freshmen are full-time, with an average ACT 23 composite. At the same time, we are also becoming more non-traditional: 70% of our graduates have transfer hours and take, on average, ten years to graduate.

I need to mention two things that will require our attention this year: First, Act 747, which specifies the 35 hour minimum core – a big thing for all campuses in the state. DHE [Department of Higher Education] is going to work with all the campuses. The Act also specifies a 24 hour pre- concentration for an associate degree, limits associate degrees to 60 hours and baccalaureate degrees to 120 hours. All this needs to be done in the next year. We have two years to come up with a common course numbering system. It’s the law, so we’ll do it. Performance funding (Act 1203 of 2011) will be implemented by 2013. The emphasis will be on the number of graduates when this system is developed (which has to be done by the end of year, to go to the legislature in spring). -- As I said, the emphasis is on graduates but there are some optional measures that give us some flexibility. These include: increase the number of STEM majors [Science, Technology, Engineering, Mathematics], increase the number of minority graduates, increase the number of transfers who graduate. Can we count one student several times? That remains to be seen. Another measure is fall-to-fall retention – here, we will be measured against ourselves, to improve our numbers: number of hours completed, course completion, that sort of thing. And that’s about it for my remarks; I am now going to turn the podium over to the chancellor. (As she left the podium, Dr. Robertson showed a photograph of the toilet she left in David Belcher’s yard after he called her “Meemaw”).

VII. Remarks by the Chancellor, Dr. Anderson

Chancellor Anderson: There are advantages to having Sandra as interim provost – she has moved across the hall. Laura- congratulations, we appreciate your leadership. Thanks also to Mary Anne Garnett and Julie Flinn; I recommend ATLE to the new faculty and encourage you to take advantage of the opportunity to get to know colleagues from all across the campus.

Thanks, Sandra, for your remarks. That was great.

Tomorrow we will hold UALR's first student convocation, starting a new tradition. Next week, we have Burgers at Bailey – I hope you can join us for that.

Thank you for your participation in the Campus Campaign – high participation by faculty and staff really strengthens our hand when we go to the community to ask for money. We also appreciate your contributions to the United Way Campaign. The Campus Campaign and United Way are the only ones that can be done by payroll deduction.

We have some new leadership on campus: Dr. Eric Sandgren, the new dean of EIT; Adjoa Aiyetoro, the founding director of the Institute on Race and Ethnicity; several new associate deans; and new associate vice chancellors Daryl Rice and Christy Drale. I want to say a special word of welcome to everyone who is new at UALR. Each new year starts with momentum that grows out of the preceding year. Sandra gave us good reasons to celebrate.

We also have our new EIT building that opened last year and we have new buildings underway. Our athletes were successful. Employees received raises, though they have been deferred. Western Carolina University has not had raises for several years. I am really proud of what all the people in this room have accomplished. As I make the rounds in the metropolitan community and in the state, people constantly come up to me to comment on something that they have seen or an event they have attended.

We also have challenges. The times, they are a-changing. There will be transitions: we will have a new Chief Academic Officer; the search committee is in place and our goal is to have a new provost by January 1, 2012. Let me say a generous word about Sandra Robertson, who is a wonderful member of the university community. UALR's record in distance learning is primarily due to Sandra's leadership, and that is just one example. What I admire most: she's never been afraid of work, so thank you, Sandra.

Something David Belcher did last year was to lead the revision of our strategic plan, and one part of that effort was to develop an accountability report. Later this week I will post the accountability report and you'll see even more reasons to celebrate the accomplishments (a formidable record) at UALR.

Goal one of the strategic plan is student success. From time to time the environment changes and when that happens, the options are to change and adapt or be left behind. We held our annual planning retreat, with national consultants from Noel-Levitz and

from Stamats, a higher education marketing company. We are facing a New Normal in higher education. At the state level, it's becoming clearer: we have seen performance funding coming down the track like a locomotive, and we've been responding. Governor Beebe made it clear that funding was going to be based on graduation, completion, retention, etc. The reality is: when it comes to state funding, they write the rules, we don't. We can't write the rules but the one thing we can do is control our reactions and our response to the rules. All institutions are going to have to be enrolling and graduating more non-traditional students. A timeline for showing our recruitment and retention efforts from 2003-2011 was distributed at the retreat and will be posted on the web site for everyone to see.

Our strategy over this period of time has not reflected an either-or choice, traditional students or transfer/nontraditional. Perhaps some people think we should do one or the other – but we want our fair share of both groups. We're a public university and both groups are important to us. We should be a destination campus for new high school graduates, we should be perceived as friendly by transfer students. And what we are doing is working for us. Regarding non-traditional students, we created the Office of Transfer Student Services and the pilot program allowing flexibility with certain requirements for transfer students; the pilot program has now been extended campus-wide. What we are doing is working in both directions. But what is coming down the pike is more challenging.

The chancellor showed slides with our numbers on full-time and part-time students. How do these numbers compare with other institutions in Arkansas? We need to be aware that our numbers are good for our type of institution. We graduate respectable numbers of students each year but that's in part because many students are coming in sideways. Some may ask the question: Given that performance funding is now upon us – why don't we stop admitting non-traditional students? The numbers you saw a minute ago show that if we did that, this room would be about half full today; we wouldn't have enough students to justify a faculty of this size.

The outlook for our enrollment through 2018 projects a 9% increase in students 18-24 and growth in the non-traditional population. Which institution is best positioned to take advantage of this situation? We are. Moreover, if we are going to double the number of degrees granted, there are not enough recent high school graduates to accomplish that.

One more thing: if the graduating students are typical – if you stop and think about it, UALR is doing something spectacular for this state and for these students. It's another thing that we can rightly take pride in.

A revealing moment at Petit Jean retreat came when the consultant asked how many of those present had attended a commuter school, and only about five hands went up. So we are serving students who are not like what we were when we were students. We need to keep that in mind.

Is there a quality issue in these changes the state is asking us to make? That is a red herring if there ever was one. I quote Dr. Fribourgh: The chief quality control at an institution is the faculty. You hire good faculty, hire quality faculty, and they will deliver quality education. – I have no reason to think that will change.

The upshot – we have momentum, also related to student success, so if we look ahead, we can move into the New Normal confidently. I'll confess that performance funding makes me nervous. There will be stress. But what else is new? We are moving in the right direction. We will continue to devote resources to the achievement of Goal One, Student Success, and Associate Vice Chancellor Rice will be a strong asset for us on that. But we have to find ways to invest even more in student success. Some years ago we invested more money in our development office and it paid off. And the same in Communications and the creation of the UALR brand. Looking ahead, we need data data data. In near future, I will appoint a student success metrics task force, to look at questions such as: Why do students not come in the first place, and then if they come, why do they leave? This task force will morph into an enrollment management council – to be sure we get our fair share of each of the different groups. The task force will look at data on graduate students too – I've said this New Normal is not a total surprise – what is different now though is that the stakes have gotten much higher. There is a very compelling reason why goal one is goal one. This institution is adapting and will continue to thrive. When change is demanded of us, there is a tendency to grumble. But we can also look at it positively: The Governor's challenge that we double our number of graduates is a huge compliment.

VIII. Open Forum

President Smith-Olinde complimented the chancellor – “Great remarks! I'm so happy to be at UALR. A big thank you to the chancellor for some thought provoking ideas.”

Smith-Olinde then invited topics for Open Forum. There were none.

IX. Adjourn

The meeting adjourned at 3:27 p.m.

Motions A & B: Modifying Constitutional Passage on Officers

A. Motion. Pete Tschumi (Legislation. Requires majority vote of the Faculty Senate to send to the University Assembly and three-fifths vote of the Assembly, provided that quorum is present, at two consecutive meetings) To amend the Constitution of the University Assembly of the University of Arkansas at Little Rock, Article I and Article III so that the following sections are changed as shown (along with any other passages subsequently identified prior to the Assembly meeting by the Faculty Senate Executive Committee as requiring revision to be made consistent with these changes):

Article I: Composition and Function of the UALR Assembly

Officers of the Assembly

Officers of the Assembly shall be the president, immediate past ~~previous~~ president, vice president, secretary, and parliamentarian. In the event that the immediate past president is no longer a member of the faculty at UALR, the most recent past president still on the faculty shall serve in that position. The president of the Assembly shall be elected by the Assembly at a meeting late in the Spring semester of even-numbered years ~~each year~~ from among the faculty members of the Assembly who are eligible to serve in the Faculty Senate. The president of the Assembly also shall serve as president of the Faculty Senate, and may or may not be an elected member of the Faculty Senate. The term of office of the president of the Assembly and the Faculty Senate shall be two years, beginning with the first meeting of the Assembly or Faculty Senate, whichever comes first, of the following Fall semester. In the event that the president vacates the office of president before his/her term expires, a new president shall be elected to fulfill the remainder of the term of office. The vice chancellor and provost shall serve as the vice president of the Assembly. The secretary and parliamentarian shall be elected by and from the membership of the Executive Committee of the Assembly. The immediate past ~~previous~~ president shall have all rights of Senate membership, serve as advisor to the president of the Senate, and have voice on the Executive Committee.

[...]

Article III: The Faculty Senate

Elections of the Faculty Senate and Faculty Senate Officers

Faculty Senate elections shall be by secret ballot, and shall be held before the end of the Spring semester of each year, the exact date to be determined by the dean of each college or school. Senators elected at these college or school meetings shall assume office at the first Faculty Senate meeting of the academic year in August or September.

During the first meeting of the academic year in August or September of even-numbered years, the Faculty Senate shall elect its officers from the membership of the Faculty Senate.

Commentary: There are several places in the constitution where there is an implicit understanding that the president term of office starts in even-numbered years and that other actions take place relative to this election

time frame. However, the language in other places assumes the president's term of office without it being stated. This change is to avoid confuse in the future. In addition, the constitution is ambiguous on what is done if a president does not complete a full term of office. In order to keep the various other constitution actions aligned or staggered as expected, it is necessary that the two year terms start and finish as expected with any vacancies being filled for the remainder of the term. The change from previous president to immediate past president is to match the existing language in Article III.

B. Motion. Pete Tschumi (Legislation. Requires majority vote of the Faculty Senate to send to the University Assembly and three-fifths vote of the Assembly, provided that quorum is present, at two consecutive meetings) To amend the Constitution of the University Assembly of the University of Arkansas at Little Rock, Article III so that the following section is changed as shown:

Officers of the Faculty Senate

Officers of the Faculty Senate shall be the president, the immediate past president, the vice president, the secretary, the parliamentarian, and counsel ~~resources manager~~. The immediate past president shall have all rights of Senate membership, serve as advisor to the president of the Senate, and have voice on the Executive Committee. The president of the Assembly shall serve as president of the Faculty Senate. The vice president, secretary, and parliamentarian shall be elected by the Faculty Senate for two-year terms. In the event that a senator elected to one of these offices ceases to be a member of the Faculty Senate, another senator shall be elected to fulfill the remainder of the term of office. The election of new officers shall take place during the first meeting of the academic year in even-numbered years after new members of the Faculty Senate have been elected. Vacancies shall be filled by election at the next regularly scheduled Faculty Senate meeting.

The president shall preside at meetings of the Faculty Senate and of the Executive Committee, and also shall discharge the responsibilities specified elsewhere in this constitution.

The vice president shall be the presiding officer at Faculty Senate meetings in the absence of the president, and shall also serve as vice president of the Executive Committee.

The secretary shall be responsible for preparing the minutes of each Faculty Senate meeting and for submitting the minutes to the office of the vice chancellor and provost for distribution to all members of the Faculty Senate and Assembly. The secretary also shall serve as secretary of the Executive Committee. The secretary shall collect papers and documents concerned with Faculty Senate matters and transfer them to the UALR Archives or equivalent place at the end of each academic year.

The parliamentarian shall advise the officers and members of the Faculty Senate on questions of procedure in order that the business of the Faculty Senate be transacted correctly, efficiently, and impartially. The parliamentarian also shall serve as parliamentarian of the Executive Committee.

Counsel ~~resources manager~~ shall be responsible for ensuring that copies of records related to faculty governance are maintained in the Faculty Senate offices and are current. Counsel ~~resources manager~~ shall provide expertise to the executive committee on current policies and the historical background on important issues. Counsel ~~resources manager~~ shall be a faculty member and shall be appointed by the elected officers of the Faculty Senate to a renewable, two-year term that is staggered relative to the Faculty Senate officers. The appointment shall be reported to the Faculty Senate.

Commentary: The change in the language of elections is to ensure the current practice continues without confusion occurring in the future and to ensure alignment with the language in Motion A. The change in the name of resources manager to counsel is to clarify and emphasize the original intent of this position. At the time

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this position was created we could not determine a good name for the position and finally settled on the term resources manager for lack of a better term. After the amendment was approved, a law professor brought the term special counsel to our attention as a more appropriate term but it seemed too much trouble to send a constitutional amendment through just for that change. Now would seem to be a convenient time to make the change. The intent of the role is to primarily provide expert advice to the executive committee of the Faculty Senate. As a secondary role, since the person has the most need to have ready access to the records related to faculty governance, this person is to keep the executive committee's copy of these records. The main copy of the records are maintained in the archives in the Provost's Office and are the responsibility of the provost, who serves ex-officio as vice president of the Assembly.