



## FACULTY SENATE

### Faculty Senate Meeting Minutes August 24, 2018 Dickinson Hall (DKSN) 100

#### I. Welcome and Roll Call

Wright: Calls meeting to order at 1:05 p.m.

*Present:* **CALS** -- Al-Shukri, Anson, Barrio-Vilar, Cheatham, Condran, Deiser, Douglas, Heil, Law, LeGrand, Nguyen, Smith, Stone. **CB** --- Hendon, Leonard, Woolridge. **CEHP** --- Fletcher, Franklin Grover, Otters, Reeves, Robinson, Sedivy-Benton. **CSSC** --- Blevins-Knabe, Craw, Flinn, Giammo, Golden, Jensen, Matson, Scranton. **CEIT** --- DeAngelis, Jovanovic, Massey, McMillan, Tramel. **LIBRARY** --- Macheak. **LAW** --- Cain, Foster. **EX OFFICIO** --- Burton, Nolen, Rogerson, Wright

*Absent:* **CB** --- Vibhakar. **CEHP** --- Atcherson, Vander Putten. **LAW** --- Boles.

#### II. Introduction of New Faculty Senate President -Andrew Wright, out-going President

Wright: Welcome remarks to incoming Faculty Senate President Amanda Nolen

Amanda Nolen assumes duties as Faculty Senate President and as meeting chair.

#### III. Review of Minutes

Review and approval of minutes from April 2018 Faculty Senate meeting deferred until the Senate's September meeting.

#### IV. Announcements

Nolen: The census for faculty senate will occur in the spring.

Nolen: All committees of the faculty senate have either convened or are in the process of being convened for their first meetings of the year.

Nolen: Calls for a motion to suspend the rules to introduce a resolution to commend Dr. Andrew Wright for his service as Faculty Senate President.

Motion to suspend rules is made and seconded. Motion is unanimously approved on voice vote.

Nolen: Introduces resolution to commend Dr. Andrew Wright:

**Whereas** , Dr. Andrew Wright served as President of the University Assembly and Faculty Senate from 2013 – 2018; and

**Whereas** , he faithfully served this body with dignity and good humor; and

**Whereas** , he demonstrated an unfailing commitment to the principles of faculty governance and academic freedom; and

**Whereas** , he provided skillful leadership at critical moments for this university including during the revision of the strategic plan, the campus-wide reorganization, and changes in university leadership; and

**Whereas** , under his leadership, the Faculty Senate has effectively developed and implemented policies to create the core curriculum, establish the Council on Core Curriculum and Policies, establish interim operating procedures for new colleges and departments, update existing academic policies in preparation for an upcoming HLC accreditation visit, and approve the graduation of thousands of students.

**Now, therefore be it resolved** by the Faculty Senate of UA Little Rock that Dr. Andrew Wright be commended for his outstanding leadership, professionalism, and tireless efforts during his tenure as President of the University Assembly and Faculty Senate.

Motion to approve resolution is seconded and is approved unanimously on voice vote.

## **V. Introduction of New Topics**

Jovanovic: Question as to whether the Faculty Senate has in the past held a social function for itself. Sen. Jovanovic volunteers to host a Faculty Senate picnic at his home in Broadmoor.

## **VI. Airing of Grievances**

Blevins-Knabe: Question as to why multiple entrances to the Donaghey Student Center have been made emergency exit only. Seems to be creating problems with flow of foot traffic in the Center. Why was this done and was there any faculty input?

Wright: Enrollment is an on-going issue. Question about course cancellations due to low enrollment. Policy might be too strict, keeping students from graduating and using faculty time to prepare justifications for continuing low-enrollment courses. Doesn't help with finances or with student progress. Moves to suspend rules to consider the matter.  
Motion to suspend rules is seconded and approved on unanimous voice vote.

Wright: Introduces the following resolution:

Be it resolved that the Faculty Senate recommends that the chancellor suspend the low enrollment policy (605.3) until such time as a policy that is both fiscally responsible and promotes student success can be developed.

Jovanovic: To clarify, the motion concerns the minimum course enrollments of 10 students for upper-level classes and 14 for lower-level classes?

Nolen: Yes

Barrio-Vilar: Seconds motion to approve resolution

Resolution is approved on unanimous voice vote.

Matson: Several recent decisions seem contradictory to me. Several new vice-chancellors and AVCs were promoted or hired, Jones mural reception, \$100,000 signature grant program (an add-on that is not at all integrated into existing programs, curriculum, assessment, or faculty workload), several failed, terminated, or rejected searches, all of which are very costly. At the same time, 10% across the board budget cut and departments denied \$2000 adjunct to cover a faculty overload -- all in the name of saving money. Concerned that the university is not using its revenues wisely.

Jovanovic: YES training to support students better is a good idea. But we still need to do better than we are. Discusses a student who got credit at PTC in calculus I and II through AP prior to coming to UA Little Rock. But hasn't been awarded credit for calculus II because of the rules on AP credit. Needed a fix to graduate. But lots of stumbling blocks to get a simple situation resolved. It took time and many noes to get to yes. Administration had an overly restrictive interpretation of a transfer credit rule. Situation is resolved, but the student encountered lots of unnecessary barriers to get it resolved.

Jovanovic: Comment on hiring adjunct faculty members. Lost two tenure-track faculty last year in his program. Program now understaffed. Failed searches owing to administration's judgment that candidate needed more research, even though research is not a key criterion for this position. The situation left a deficit of 12 courses not covered, but adjunct funding available to hire instructors to teach just two of those courses. Related issue of a new program (environmental engineering) unable to hire adjuncts for required courses in the program.

Macheak: Golf carts need to slow down! Problem is not with the golf carts used by Facilities Maintenance, but with those of other campus units.

## **VII. Election of Faculty Senate Officers**

### *A. Election of Secretary*

Nolen: Opens nominations for Faculty Senate Secretary

Giammo: Nominates Mike Crow to serve as Secretary

No other nominations

Nolen: Motion to accept Mike Crow as secretary by acclamation

Motion approved by unanimous voice vote

### *B. Election of Parliamentarian*

Nolen: Opens nominations for Faculty Senate Parliamentarian

Denise LeGrand is nominated

No other nominations

Nolen: Motion to accept Denise LeGrand as parliamentarian by acclamation

Motion approved by unanimous voice vote

### *C. Election of Vice-President*

Nolen: Opens nominations for Faculty Senate Vice-President

Joanne Matson is nominated

No other nominations

Nolen: Motion to accept Joanne Matson as vice-president by acclamation.

Motion approved by unanimous voice vote

## **VIII. Election of Faculty Senate Representative to Faculty Governance Committee**

Matson: Nominates George Jensen

Jensen declines nomination

Nolen: Motion to defer to next Faculty Senate meeting

Motion approved by unanimous voice vote

## **IX. Election of Administrator to Faculty Appeals Council**

Jovanovic: What is meant by an administrator at a level lower than dean? Aren't deans the lowest level of administration?

Nolen: Language in the Constitution suggests this can be an associate dean or a department chair

Jovanovic: Chairs are first and foremost faculty. Chairs should not be considered to be administrators.

Nolen: Motion to defer to next Faculty Senate meeting

Motion approved by unanimous voice vote

## **X. Reports**

### *A. Chancellor's Report --- Andrew Rogerson*

Apologies for being late.

Enrollment: This is our most pressing concern. Compared to last year, we are down 161 first-time freshmen, 210 continuing students, 25 graduate students. Total of 406 students down. Census day is still 12 days away and so this number could change. Being down 400 students translates to a loss of about \$4 million in revenue. Enrollment decline is attributable in part to improving graduation rate (31% 6 year graduation rate last year, compared to 19% in Fall 2006). The decline might also be the result of improving economy, though unchanged enrollment at Pulaski Tech suggests this may not have had a big effect. Another factor may be our admissions standards: Admissions is holding to a standard of 19 on the ACT and so we had far fewer conditional admissions this year. Want to try to figure out why enrollment is still down in spite of our efforts last year.

Moving towards 2019-2020, we need a different plan to become sustainable. A new Institutional Effectiveness and Planning committee will look at everything going on campus. The committee is being formed, and will be co-chaired by Erin Finzer and Chasse Conque.

Question: How does ADHE's new funding formula help or hurt us?

Rogerson: The funding formula will not give us an increase this year. We are looking at how to optimize outcomes from the formula for UA Little Rock. Funding formula will create losers among Arkansas universities, so it will have an effect.

Question: How large is the deficit for the upcoming year?

Rogerson: Numbers are still uncertain, but best estimate as of today is about \$5 million deficit this year. We plan to put in place a 10% rollback on operational budgets. And we have a hiring freeze in place on any position not mission critical. Have also placed a request to the UA System office to use reserves to cover part of it. Met with President Bobbitt to discuss it, but it is not clear if it will be approved.

Anson: More faculty input might help in generating ideas on coping with enrollment

Rogerson: I welcome faculty input. I have conversations coming with deans about the issue. I am particularly concerned about loss of continuing students.

Ceatham: When will UA Little Rock be reimbursed for its loan to E-Versity?

Rogerson: The matter came up with UA President Bobbitt, but no decisions have been made.

### *B. Provost's Report --- Velmer Burton*

Here to give a little good news and provide updates on a few things that are coming up.

- Living-Learning communities
  - Intended to improve enrollment and retention. Introduces Daryl Rice to describe.
  - Rice: Living-Learning communities have launched, including one for undecided majors. Aiming to keep enrollment at 25 students in each community. The L-L communities are part of a new model to support academic literacy for incoming students. We are trying to steer students into the appropriate communities, including those at risk and needing developmental work. Eligibility is based on minimum test scores and concomitant with enrollment in courses.
  
- Early reporting system for at-risk students
  - Rice: System is outlined in my memo distributed to faculty [ATTACHMENT 1]. We are simply using the usual grade reporting portal at week 4 to record credit or no credit to indicate student is on track or at risk. This will provide information to a student's academic advisor on whether to reach out to the student in early semester. It's a crude system but should work. Later we could automate this process more completely with the Elucian DegreeWorks software. Thanks to Andrew Wright for proposing this process.
  - Sedivy-Benton: Is the portal different from DegreeWorks, which has a text box available for instructor's notes for the student's academic advisor.

- Rice: Students can see DegreeWorks notes, so it is not always appropriate for recording this sort of information.
- Signature experiences
  - Last year, \$80,000 donation was used to support the signature experiences. This year, \$100,000 is available to build on last year's success. Expect to make 100 \$1000 awards to students this year.
  - Rice: Jeremy Ecke will be leading this program. Student Research and Creative Works committee will review the applications and make awards. A campus notice has gone out from Jeremy.
  - Smith: I am serving on the committee. I strongly urge faculty to encourage students to apply and use this project. Funds can be used for a capstone, conference, independent study. The program will complement the Student Research Showcase. It's a great program. Priority application deadline is September 15. Final deadline is September 30.
  - McMillan: Are non-tenure track faculty able to participate this year?
  - Smith: The committee will discuss this
  - Jovanovic: Can this program support team projects?
  - Barrio-Vilar: Yes, and it could award \$1000 for each student, if there are separate applications
  - Jovanovic: EIT got no recognition for its students working on signature experiences. Lots of signature experiences are outside of this program but still deserve recognition.
  - Burton: The program cuts across all the disciplines of the university, and all parts of the campus benefit from it. We were impressed to see all disciplines participating. Our plan going forward is to expand the program, with donor support. We expect that this program will help with student retention.
- HLC Accreditation
  - We are making progress on preparations for HLC accreditation process next academic year. Introduces Erin Finzer to describe.
  - Finzer: We are starting into the final academic year before HLC's site visit in February 2020. There is lots to hear about with respect to strategic mission and plan. We want faculty to articulate clearly who we are to the site visit team. We are in the process of writing the assurance argument for the visit. In mid-September, requests will go out for portfolios and evidence files. This summer, we made progress on HLC Criterion 5. We were out of compliance, but the integrated planning retreat and Institutional Effectiveness committees move us into compliance. Criterion 5 is about aligning resources with priorities, consistent with best practices. It will also help with enrollment. Faculty will have opportunities to participate in integrated planning and assessment. We will hold an assessment academy this fall.
  - Berry: Big thank you. Great pleasure to see all the good work happening on assessment, such as Core Council and SKIM. This has really helped with the

assurance argument for HLC. Big kudos. This year's focus is on mission and strategic planning. To find out more, visit the UALR home page, About, click on Mission Statement [<https://ualr.edu/about/mission/>]. The HLC site visit team is going to want faculty to know what UALR's mission and vision are. Let's all get on board with that. Any questions?

- Faculty Hiring and Research
  - As mentioned at the convocation, we conducted 38 searches last year for tenure track positions, and we filled 28 of them.
  - We also had a productive year in research grants and contracts. We had more external funding last year than the year before.
  - Jovanovic: Why are we advertising positions on the HR website that aren't actually open? Or are they open?
  - Burton: We have a hiring freeze right now. Once we get enrollment data, we might be able to go forward with some of these searches. Rather than start the process all over again, we are keeping the positions online in case we can move forward with them.

#### XI. Old Business

No old business

#### XII. New Business

No new business

#### XIII. Open Forum (Discussion only)

Leonard: It is poor HR practice to keep positions on the HR website when are not searching for those positions anymore.

LeGrand: The exterior of the Physics Building looks nice! But the outside of the Earth Sciences building looks terrible, even though the interior is in good shape. Can we do the Earth Sciences building next?

#### XIV. Adjourn

Meeting is adjourned at 2:22 p.m.