

Faculty Senate Meeting
October 25, 2019

I. Welcome and Roll Call

President Nolen welcomes at 1:03 p.m.

Secretary Barrio calls the roll.

Present: **CALS** -- Anson, Barrio-Vilar, Cheatham, Clifton, Deiser, Douglas, Scheidt, Smith, Stone. **CB** -- Felan, Hendon, , Woolridge. **CEHP** -- Grover, Hamilton, Otters, Ruhr, Sadaka, Vander Putten. **CSSC** -- Blevins-Knabe, Giammo, Jensen, Lopez Ramirez, Matson, Nahrwold, Scranton. **CEIT** -- DeAngelis, Jovanovic, Milanova, Shroat-Lewis, Turner. **LIBRARY** -- Macheak. **LAW** -- Cain. **EX OFFICIO** --- Drale, Bain, Nolen, Wright.

Absent: **CALS** -- Condran, Deng. **CB** -- Leonard. **CEHP** -- Atkins, Solomon, Tate, Teague. **CSSC** -- Golden. **CEIT** -- None. **LIBRARY** -- None. **LAW** -- Boles. **EX OFFICIO** -- Weigel, Zakrzewski.

II. Review of Minutes from September 27, 2019

Correction: Rolie Otters present.

Senator Cheatham moves to approve the minutes as amended. Motion was seconded. Minutes approved.

III. Announcements

October is National Cyber Security Awareness Month: Please, review our ITS campus resources to [avoid being a victim of phishing](#). Consider attending the training sessions organized by ITS. Don't hesitate to contact ITS if you have any questions or concerns.

IV. Airing of Grievances (2 minute limit)

Andrew Wright suggested the Executive Committee consider revising the processes involved in the allocation of resources to programs.

Marian Douglas brought up that receiving notifications about deadlines for book orders, for example, through FACFOCUS, is a problem because not all faculty are subscribed. Reminders about book orders should come through the Department Chairs.

Contact Physical Plant if you find any damage on vehicles, specifically for those who park near library, where construction is taking place.

The use of the Blackboard lockdown tool to manage exams on online classes is restricted: It costs \$9 per person per exam to run the exam. We need to investigate other tools, especially from the faculty's perspective.

The College of Business is now relying on Zoom to have synchronous face-to-face and online classes and thus avoid making students who want to take face-to-face classes have to take online classes.

V. Introduction of New Topics (2 minute limit)

Faculty Senate needs to be involved in Academic Technology and Computing decisions. ITS is considering making changes in software and online tools that are used by faculty in their day-to-day curricular responsibilities, but faculty are not being informed or asked for advice. Point made that some of these changes are made via eLearning, not ITS.

VI. Reports

A. President's Report – Amanda Nolen

Review the [Interactions with Government Officials policy 204.6](#), which the Committee on Tenure and Promotion has been asked to review so that it doesn't infringe on our academic freedom.

In November, the Executive Committee will bring a resolution to revisit the university's mission, which has not been revised since 1988.

B. Chancellor's Report – Christy Drale

Update on the priorities announced at the University Assembly meeting in September, when three priority areas were identified: 1) leadership, 2) budget and planning, and 3) enrollment management.

- 1) So far 6 new leadership positions have been filled in: Ann Bain as the new Provost, Sharon Collier-Tennison as the new Interim Dean of the College of Education and Health Professions, Gail Hughes as Interim Associate Dean of the College of Education and Health Professions, George Lee as Athletic Director, Mandy Hull as Associate Vice Chancellor of Human Resources, Cody Decker as Vice Chancellor of Student Affairs, and Jonathan Coleman as Acting Deputy Director of Financial Aid. We are redistributing the organization within Financial Aid so that we have fewer positions and can make better use of our resources. We will take a break from filling in positions for a while and shift our attention to budget and the meeting with the Board of Trustees in November. Most of the appointments were made without a search, which is not ideal, but we needed to act quickly. We will revisit all these appointments within 1-2 years.
- 2) There are 4 priority areas in terms of budget: (a) enrollment and revenue projections, (b) new comprehensive planning and budgeting process that starts early in the fiscal year and goes all year round, (c) balancing the budget over the next 2 years, and (d) immediate budget adjustments to compensate for the revenue shortfall from enrollment. Cody Decker and the Chancellor will work on enrollment projections within the next few weeks. The Budget Office has been asked to do a basic budget cycle plan for FY 2021, which will be reviewed by IEC and the Planning and Finance Committee. The budget for Athletics is also being reviewed to be more efficient, not giving up our commitment to Division 1 or to our student athletes.
- 3) There are 4 priority items in enrollment management: (a) developing a comprehensive enrollment management plan, (b) optimizing the functioning of admissions and financial aid, (c) rebuilding relationships with high schools and community colleges for recruitment, and (d) bumping up retention initiatives. Cody and his team have been working on optimizing admissions and the awarding of financial aid packages. We have been rebuilding relationships with feeder schools, including eSTEM and PTC. The Academic Collaboration Team is working with eSTEM on developing scholastic activities for eSTEM students, such as mentoring opportunities, etc. On November 13th, we will meet with PTC and address how to improve the students' transition from PTC to UA Little Rock, develop collaborative projects, and discuss how to maximize our relationship. Daryl Rice and his committee members are developing a portfolio of retention initiatives to be launched or expanded as soon as possible. Christian O'Neal, Daryl Rice, and the Chancellor have met to discuss potential fundraising for retention initiatives. We will develop a case statement to foster donations. External outreach and accessibility are vitally important for cultivating relationships with donors, community groups, state legislators, etc., even if there are no immediate results.

C. Provost's Report – Ann Bain

Simon Hawkins has stepped in as chair of the IEC committee with Brian Berry. The IEC are developing a series of scenarios to consider. Once they are ready, the list of scenarios will be sent to the Planning and Finance Committee for feedback and later to the Chancellor. The first phase of feedback loops will go out in November. The focus is not necessarily on what we need to cut, but on reimagining who we are, what we need to invest in, what we need to do to be a better institution in the future.

Concerns brought up: Lack of early feedback towards IEC reports from Faculty, and IEC makeup (of administrators-to-faculty ratio). Ed Anson asked for IEC meeting minutes to be shared and made public. Several faculty senators asked for better communication on what the IEC committee is discussing, including a clarification on the procedures being followed and the scenarios being studied by the committee.

D. VC for Student Affairs – Cody Decker

Brittany Kincaid is now leading the Scholarship Office. Mia Phillips is now leading the Student Experiences and Multicultural Programming. Amber Smith is leaving, opening up room for more re-organizing of structure.

Preliminary Fall 2020 Enrollment Packet (compared to Fall 2018 and Fall 2019): Applicants up 62.8%. Admitted up 45%.

Recent Developments in Financial Aid and Scholarships:

- New Deputy (Acting) Director - Jonathan Coleman (jbcoleman)
- New Assistant Director for Scholarships - Brittany Kincaid (bkrichards)
- Re-Launched Trojan Smart Scholarship Portal
- Prioritizing Implementation of Blackbaud (syncing data with BANNER)
- Cross-Training between Admissions and Financial Aid & Scholarships
- Testing 24-Hour Aid Processing Turnaround
- Next: Personalized Cost of Attendance Letter?

Collaboration between Admissions and Financial Aid currently at work: Enrollment Hot-Site (On-Site, One-Stop, Admit & Award)

- On-Site, One-Stop
- Student Brings Admissions Documents
- Waived Application Fee
- On-Site Admit Decision

- On-Site Institutional Scholarship Decision
- Eligible Student Leaves Admitted and Awarded
- UA Little Rock Bound
- Next step: Admissions & Financial Aid Concierge for New Students.

Admissions has recently completed an inventory of activities and plans for fall and summer. We have just had the Counselors Luncheon. We are hosting application days, when a high school requests specifically for one of our recruiters to visit their school. Current requests have come from JA Fair, Central, NLR, Parkview, Arkansas Virtual, Quest Academy, Star City, and Duman.

We are currently working on a strategic enrollment management plan and working on cross-training between Admissions and Financial Aid.

To increase the likelihood that prospective students (who have been admitted and received scholarships on application days) do register in UA Little Rock, Student Affairs sends emails and texts with information. Student ambassadors, Welcome Week, and student programming also help with enrollment. Furthermore, new processes are being developed to help increase our enrollment numbers.

Strategic Enrollment Management Plan:

- Realistic, Measurable and Attainable Recruitment and Retention Goals
- Action Plan to Reach Goals
- Identify and Coordinate Roles and Responsibilities
- Address Strategic Marketing for Different Academic and Student Programs
- Updated Scholarship Model

E. Council Reports

1. Council on Core Curriculum and Policies

Report available on the website.

2. Undergraduate Council

Report available on the website. Changes: J & K separated on form.

3. Graduate Council

Report available on the website.

F. Planning & Finance Committee – Rosalie Cheatham

The “Faculty Vision for the University of Arkansas at Little Rock” is available on the website.

George Jensen suggested using social media, rather than billboards, to advertise our online programs.

Amanda Nolen recommended that research infrastructure should also be addressed in the report. Faculty senators are asked to review the report thoroughly and to send recommendations and comments back to the committee. This document needs to be finished by the Faculty Senate meeting in March of 2020.

G. Governance Committee - Cheatham

The Governance Committee is currently working on updating at which stage the governance documents are, so that the Provost can begin to work on them. The Committee is also finalizing double checks on the faculty handbook to make it more accessible on the website.

VII. Old Business

None

VIII. New Business

A. Motion FS_2019_2 Executive Committee and the Admissions & Transfer of Credit Committee (Legislation. Majority vote at one meeting, no second required) Dual Enrollment Admission Policy

Ed Anson moves to drop first sentence - “Dual enrollment is defined as a high school student’s enrollment in postsecondary coursework for college credit only.” Approved.

Research on homeschool policy will be examined by Mark’s committee.

Senator Wright moves to change effective deadline to January 1st and to include that students previously denied admission be able to make an appeal to ATTC. Approved.

Motion FS_2019_2 Approved with above amendments.

B. Motion FS_2019_27 Admission and Transfer of Credit Committee (Legislation. Majority vote at one meeting, no second required) Non-degree Seeking Students Admission Policy.

The Committee recommends that all incoming students be advised to help students succeed and inform them of their options, including the possibility of recruiting them to become degree seeking. Other senators suggest that non-degree seeking students shouldn't have to be advised, unless they want to switch their status to degree-seeking. Requiring them to go through unwanted advising might be counterproductive and turn "life-long learners" away from the university. We also don't have a clear idea of how many non-degree seeking students we currently have. There are concerns about some students being non-degree seeking to benefit from the loophole in advising and other processes and work around it, with the intention of eventually becoming degree seeking. Not all non-degree seeking students are necessarily students occasionally taking classes; some take enough credit hours to graduate with a degree. Senator Cheatham mentioned there used to be a practice that required non-degree seeking students who had completed 9 credit hours to meet with an advisor to potentially change their status. Tom Clifton also suggested that advising non-degree seeking students doesn't have to be necessarily a hurdle for students if it's done via email, for example.

DeAngelis moves to remove sentence "All Non-degree seeking students will be advised each term, unless their student type is exempt from advising requirements." Anson seconded. Voting on the amendment by show of hands: 11 in favor; 10 opposed. Amendment approved.

Senator Hendon moves to amend by adding "Upon completion of 12 hours, student must be advised."

Recommendation in commentary for exemptions to requirements? Potential discrimination if we provide exceptions?

Andrew Wright suggested an advising policy should be developed, so Hendon withdrew the motion to amend.

Amend to put in past tense:

~~Completing Having completed~~ with grade of C or better a minimum of 12 hours of University Core or other hours directly applicable to a specific degree or certificate program; and
~~Completing Having completed~~ 12 hours of the last 15 hours attempted with minimum GPA of 2.0.

Motion **Motion FS_2019_27** approved with amendments.

Wright moved to suspend the rules, which was approved, so he could introduce a motion.

Motion to charge the Executive Committee to refer the issue of policy on advising to appropriate committee. Approved.

C. **Motion FS_2019_28** Faculty Governance Committee (Legislation. Majority vote at one meeting, no second required) University and Distinguished Professor

Motion FS_2019_28 approved.

IX. Open Forum (Discussion only)

X. Adjourned at 4:21 p.m.