



## FACULTY SENATE

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Faculty Senate Meeting Agenda  
 March 18, 2022  
 1:00 PM until adjournment  
 Synchronous Online

Convene 1:03 PM

I. Welcome and Roll Call

Present: CHASSE – Anson, Barrio Vilar, Baylis, Blevins-Knabe, Cheatham, Groesbeck, Hamilton, Matson, Mitchell, Scheidt, Scranton, Smith; CBHHS – Atkins, Golden, Hendon, Knight, Ruhr, Sadaka, Solomon, Staley, Woolridge; CSTEM – Baillie, Deng, Kattoum, LeGrand, Milanova, Pidugu, Sharma; LIBRARY – Macheak ; LAW – ; EX OFFICIO – Drale, Bain, Nolen, Wright, Shahan

Absent: CHASSE – Condran, Harris; CBHHS - ten Bensel, Leonard; CSTEM – Hardeman, Ray, Woolbright; LAW – Boles, Cummings, Woodmansee; EX OFFICIO – Chamberlain

II. Review of Minutes from January 28 and February 25

- Jan minutes approved
- Feb minutes approved

III. Announcements

How to reuse Zoom polls:

<https://www.youtube.com/watch?v=wCMMEcW4I-g>

<https://facultyresources.oneboldfuture.com/copying-polls-in-zoom/>

IV. Airing of Grievances (2 minute limit)

Barrio-Vilar

- Workday
- Peremptory deadlines

Groesbeck

- University attitude toward adjuncts; desperate need in Music
- Argument against adjuncts makes no economic sense

V. Introduction of New Topics (2 minute limit)

Wright

Need better job between implementation of processes and compliance with policy and legislation

D transfers

Student evaluations

VI. Reports

a. Executive Committee - Amanda Nolen, President of Faculty Senate

Annual review policy approved at system level

Thanks to all parties

Senate may move on to other pressing issues

Action items for Faculty Development Committee

3 areas of questions

Department level modifications

Distribution plan for evaluations

Collaboration between instructors and eLearning

Consult with SGA re: process and content

Modality legislation vetoed; Exec Comm will bring revisions to April meeting

Elections next April; nominations may be made to Secretary Smith

[ldsmith11@ualr.edu](mailto:ldsmith11@ualr.edu)

Wright: Faculty evals administered this semester will be problematic/out-of-compliance

How will we ensure that no faculty risk dismissal on basis of illegitimate evaluations?

Cheatham: New process will begin in January 2023; unsatisfactory reviews cannot be implemented until that year.

Nolen concurs

Wright: Modality legislation passed in November; how can veto be so late?

Nolen: Submitted after winter break; extensive conversations in interim; all concerns were not addressed sufficiently; hence veto today.

Hamilton: Clarify timeline

1. Legislation passed

2. Assembly review 10 days

3. Then submitted to Chancellor who has 14 days

a. Extenuating circumstances can extend review period, as in this case.

i. Unsigned legislation may be inferred as a veto.

b. Chancellor's Report – Christy Drale, Chancellor

Re: Modality legislation/discussion: Did have a lot of dialogue; final decision was to disapprove (not veto); Intention is to achieve better legislation; apologies for delay

#### Ukrainian Student Initiative

- Suggested by Anson by example of U of Alberta
- Feel confident we can sponsor a limited number of Ukrainian students
- No operational embassy currently in Ukraine
- Will assemble a committee to work on this project; send interest via email
- Hope to include graduate students as well as undergraduates

#### Updates on buildings and grounds

- Former Earth Science Building at 32<sup>nd</sup> St. entrance; cannot be renovated; will be demolished; create welcoming area/green space to campus
- Library Plaza project
  - Too much brick; not inviting; lacks seating, shade, etc.
  - Will be rehabilitated, including north/south promenade w/unified design
  - All landscaping will be native species
  - Approved by Board: landscape design team and construction company
    - Will include input opportunities
- 3<sup>rd</sup> BOT item: approval to sell land at corner of Asher and University on UA Little Rock property; necessary for improvements to intersection
  - Decision to sell rather than wait for eminent domain
- How is this being financed: reserves, capital campaign fund, CARES monies, etc.
- Campus signage; have initial proposal from design company for all external signage. Hope to implement by end of June.

#### DEI initiatives

- Campus Climate Survey
- Not satisfied with progress; more work to do
- April 1 Open Forum for campus input
- Beavers, Montague, et al, on-campus Truth, Racial Healing, and Transformation Center proposal

#### Montague: Training phase with collaborating institutions

- Dionne Jackson, City of LR, Rebecca Feldman Bowen Law, Dean Richard Harper, Michael Johnson Alumni Development, et al
- Culturally relevant pedagogy

- BIPOC faculty and retention

Drale:

- Consider Racial Barriers Committee
- Heather McGhee guest speaker in April 17?
- Diversity Committee
- Please consider joining in to turn things around
- Also discussing re-establishing Anderson Institute
- Budget presentation discussion town hall
- Freshman admissions overall up 19% compared with 2021
  - Applications up: provides details
  - Down 7% transfer apps; 13% transfer admits
  - Still early

Hamilton: What are we doing at all or differently to get applicants enrolled? What can we do?

A: Start early to get applicants advised and enrolled; make sure that we stay in consistent communication with applicant/cannot have gaps

Hamilton: Many options in-state alone; must be in meaningful contact

Perhaps a CARE team for admitted students who have not enrolled past a specific date?

A: Yes; “summer melt” is a risk

Anson: Thanks for setting Ukrainian students in motion; regarding Library Plaza, what will happen to donor bricks?

A: Will be relocated , probably in an arrangement at Alumni Center

Cheatham: lad to hear about new exterior signage; may interior signage also betaken into consideration soon?

A: Looking at ease of change-out in terms of design to keep things current, not fixed/expensive. Interior signage is under review.

Lydia Julian: Is Ukrainian initiative open to staff and students also?

A: Yes.

Hendon: Question re: admits; last fall, what % of admits attended?

A: Do not have data at hand, but last fall did coincide with Covid-19 surge; will have Decker provide data.

Hamilton: What is the normal percentage yield on admits?

A: Not good; 30% typically, but goal is to get that into 40%+ range

Reed: (chat commentary) Advisors are great at referring students to the Care Team for academic coaching, student support services, and child care services. We are available to meet with students prior to classes starting. <https://ualr.edu/studentsuccess/>

Henslee: (chat commentary) I served on the Trojan Transitions and Assistance Center Director search. My understanding is they are going to be working with a firm to help lay the ground work for creating an early, personalized relationship with students from prospect to census. It was described to me almost akin to a concierge experience to help students stay engaged after applying and being admitted.

c. Provost's Report – Ann Bain, Provost & Executive Vice Chancellor

David Montague presents remarks on behalf re: Workday, esp. Workday Student Admit problems are in evidence; does seem to be working better in certain respects

Workday Student sessions: Workday Student: SIS Reimagined! hosted via Zoom by UASYS on March 30th from 11am - Noon.

Must register in advance:

[https://uasys.zoom.us/webinar/register/WN\\_RB1MK3MeROOI0kCzWyoStA](https://uasys.zoom.us/webinar/register/WN_RB1MK3MeROOI0kCzWyoStA)

Need for more people to work on project

Barrio-Vilar: How user-friendly will Workday Student be? How much oversight and student support will be necessary?

A: Not compatible with DegreeWorks, etc.

Training is key; and must be right type of training.

Wright: Workday and Workday Student adding to workload; need to acknowledge that extra labor by Montague, et al. What will be the extent of the impact in this shift, particularly for rank-and-file faculty?

A: Cannot provide exhaustive list at present; do have main areas. Will be a lengthy process.

Matson: Glad working with System office and Project One team. Issue that has broad concern is common course numbering plan; what is status; what will be faculty involvement (not after the fact)?

A: Cannot speak to that; a parallel project; do not have a say; AVC Finzer is working with them on that.

Matson: Must be integrated with Workday but not necessary to Workday.

A: Was in the works long before Workday; is accelerating need for reconciliation

Woolridge: Will all students and catalogs be transferred into Workday on Day One? Or will there be parallel processes, as now.

A: Don't know; may need some parallelism for a while.

Commentary/Henslee: UA System wants to implement both at same time; common course numbering is separate and parallel; do not have impact on momentum; AVC Finzer has been an advocate for campus, but that committee has been disbanded while scope is re-assessed. Advocating for larger window in terms of returning students; make sure Workday is not a regressive move

Woolridge: Very concerned that trying to do both at same time is an existential threat; should be separated. Better IT solutions for transfer and continuing students; common course numbering is not the solution

Wright: Since separate project, common numbering system should be topic of conversation at April meeting. Has this project been put on hold?

Commentary/Henslee: Cannot answer. Common course numbering still proceeding, in part. Idea of common syllabi has been stopped as an overreach.

- d. Undergraduate Council – Zac Hagins, Chair (no additional comments)
  - 1. Nathan Hooloway is new contact person for CCFs and PCFs
- e. Graduate Council - Laura Ruhl, Chair (no additional comments)
- f. Core Council - Belinda Blevins-Knabe, Chair (no additional comments)
- g. Faculty Governance Committee - Rosalie Cheatham, Chair  
Cheatham
  - Appeal to dean following submission of chair’s letter
    - Ideas for units such as Library and Law are forthcoming; will be introduced in Fall
  - Passive voice language in description of Core Council membership
  - Make sure approved governance documents are in compliance with annual review policy; will require quick turnaround. Need by April 8.

Hamilton: What about departments without approved governance documents?

A: Get them in; outlines process. Can look at them up to April 15<sup>th</sup>

Wright: Lots of units have been re-organized; is a generic department gov document possible

A: Needs to be senate-approved

- VII. Old Business
- VIII. New Business

- A. **FS\_2022\_08 Honors and Awards Committee** (Legislation. Majority vote; no second required). Delete Preamble from Faculty Excellence Awards Policy (403.8).

Baertlein introduces rationale

Moved by Hamilton

Mitchell: Any new language?

A: No; dependent upon sponsors; are in contact

Passed (93%)

**Be it resolved** to delete the preamble from the Faculty Excellence Awards Policy (403.8) as indicated in Attachment A (underline indicates addition; strikethrough indicates deletion); and

**Be it further resolved** that if approved, this change would be implemented immediately.

*Commentary:* The Preamble was created in 1988 specifically for the three areas of teaching, research/creative endeavors, and service. This preamble is outdated and no longer applicable with the new revisions to the Faculty Excellence Awards approved in February 2022, including separation of Faculty Excellence for tenured faculty and Rising Faculty Excellence for tenure track and new educators.

B. **FS\_2022\_09 Graduate Council** (Legislation. Majority vote; no second required).  
Graduate School International Student Admissions

Hamilton moves: Kuralt introduces

- Many requirements are no longer necessary; goal is to eliminate unnecessary conditions
- New language to clarify requirements

Passed (100%)

**Be it resolved** to revise the Graduate School International Student Admissions Policy (509.9; rev 3/1994) as shown in Attachment B (underline indicates addition; strikethrough indicates deletion); and

**Be it further resolved** that if approved, the change would be implemented immediately.

IX. Open Forum

- No discussion

Adjourn 3:03 PM

ATTACHMENT A: Faculty Excellence Awards Policy (403.8, Rev. 2/2022, 9/2018).

## **Policy 403.8 Faculty Excellence Awards**

~~The UA Little Rock Foundation Fund Board in 1988 instituted a series of annual awards to recognize and reward faculty excellence in three specified areas of performance: teaching, research or creative endeavors, and professional and public service. Recognition is accorded at the college level and at the University level. Each award consists of a framed certificate and a cash gift of \$1,000 at the college level and at the university level, \$5,000 each for teaching, research or creative endeavors, and public service. College winners are recognized and University winners are announced at the Faculty Excellence Ceremony each spring.~~

### **I. Nature and Categories of Awards**

#### **A. Award for excellence in teaching.**

This award is to recognize, encourage, and reward superior classroom teachers—individuals whose command of their respective disciplines, teaching methodologies, communications skills, concern for student performance, and commitment to the learning process exemplify the teacher/mentor model. The award is not intended to be a popularity contest. It is designed to distinguish those teachers who maintain high expectations of their students and who ensure academic rigor in their courses.

#### **B. Award for excellence in research or creative endeavors.**

This award is to recognize, encourage, and reward those individuals whose research or creative endeavors have been particularly successful and are so recognized locally, regionally, and nationally. The results of these efforts should have contributed to the

... [The policy continues unchanged.]



## ATTACHMENT B: Graduate Student International Admissions Policy (509.9)

### Official Copy of Academic Records

~~Students should submit originals or official copies with certified English translations of the applicant's entire academic record in secondary school, college, or university. The records must show a level of achievement that satisfies the admission requirements of the Graduate School and the degree program to which the student seeks admission. Students must have their academic records articulated by one of three outside agencies. For details, students should contact at least one of the following organizations:~~

- ~~● National Association of Credential Evaluation Services (NACES)~~
- ~~● AACRAO Consulting~~
- ~~● World Education Services (WES)~~

Applicants must submit official transcripts from any college or university where they earned a graduate and/or undergraduate degree.

- If the transcripts are in a language other than English, certified English translations of the transcripts must also be submitted.
- If a bachelor's degree transcript(s) contains fewer than 60 graded course credits, additional transcripts will be required so that a minimum of the most recent 60 hours can be evaluated.
- Individual graduate programs may require additional transcripts.

The applicant's transcripts must show a level of achievement that satisfies the admission requirements of both the Graduate School and the degree program to which the student seeks admission.

Applicants will be required to submit articulated transcripts only under the following circumstances:

- If the degree(s) awarded did not come from an accredited international institution recognized by the International Association of Universities
- If the student wants to transfer in credit from another institution
- If the applicant's intended graduate program requires articulation

If articulated transcripts are required, applicants must request an articulation be sent from one of the agencies listed at [NACES.org](http://NACES.org).

*[original policy continues after this point unchanged]*