

## Faculty Senate Meeting MINUTES -- in process

September 30, 2022

Meeting called to order at 1:03 pm

### I. Welcome and Roll Call

Attending: CHASSE– Hamilton, Cheatham, Anson, Blevins-Knabe, Harris, Vilar, Carter, Cox, Hagins, Hunter, Scheidt, Scranton, Groesbeck; CSTEM–Wright, Hardeman, Milanova, Blanton, DeAngelis, Khodakovskaya, Deng, Nichols, Sharma, Woolbright; CBHHS– Lewis, Atkins, Ruhr, Staley, Woolridge, Knight, Golden, Felan, Bajwa, Solomon; LIBRARY–Macheak; LAW– Silverstein; EX OFFICIO–Drale, Bain, Matson, Anson, Bradley

Absent: Forcum, Jones, Woodmansee, Boles

### II. Review of Minutes from [August 26, 2022](#)

Michael DeAngelis added a correction, a small mistake with regard to the discussion with Provost about Tech Fees. Minutes reported those received by July 1 were approved. It should state that all requests that were received had been approved. Rosalie Cheatham moved that the minutes be approved as corrected. This was seconded by Laura Barrio Vilar. The minutes were approved.

### III. Overview of Faculty Senate meeting structure and procedures -- Joanne Matson

- When legislation has been passed and signed, please provide both red-lined and clean copy back to the executive committee.
- See [Robert's Rules of Order](#) material from Arizona State webinar.
- Add impacted units on any new legislation.
- Implementing “2 bites at the apple” rule

For new legislation, it is recommended impact statements be added for the units that would be impacted.

President Matson stated she was implementing the “2 bites of the apple” rule. This will ensure those within the voting membership have a chance to speak. Once everyone who wants to speak, then those who want to speak again may do so. After all in the voting body have spoken, if there are any non voting members, they may speak. Josh

Silverstein reported that he liked what was said but did not like the “two bites of the apple” part. He reported that it has been tried in the law school.

Michael DeAngelis said he liked the idea of identifying impacted units in legislation. He stated that he felt that proposed legislation should have a more formal process, such as a template.

Nancy Hamilton is in favor of the two bite process, stating that the underlying purpose of Robert's Rules is to make sure everyone is heard.

President Matson stated that we will try the two bites this time.

President Matson shared a reading on peace.

- IV. Announcements:** Michael DeAngelis: UA Little Rock Sustainability Committee is pleased to announce a call for innovative proposals that will develop, enable, and promote principles of sustainability on the UA Little Rock Campus. Grants will be awarded in the fall. There will be an announcement about this next week. Picnic Garden project ongoing now.

**V. Airing of Concerns and Congratulations (2 minute limit)**

Joshua Silverstein—grievance—Title 9 training appears too long. Recommends 15 to 20 minutes for a refresher, with maybe 2-3 hours for a new course

Heidi Harris: Concerned about an email she received from the STAR office—with language about requiring QA silver level for all online courses. Can the senate and faculty come together and discuss this mandate that did not go through any faculty review. Here is what she received about this issue:

The process to join the UA Little Rock Online Campus is separate from any other UA Little Rock curriculum change process and is detailed in the Online Campus model. You can view the Online Campus model [here](#). In addition to this, all online programs are required to meet the QA silver level or higher to be considered a UA Little Rock Online program.

**VI. Introduction of New Topics (2 minute limit)**

Beiinda Blevins-Knabe—redoing of UALR website: I suggest in the quick links that there be a link to the library. A library is one of the central features of any university.

Angela Hunter—at some point could there be a discussion about what a school is? It is vague in the Constitution.

## **VII. Election of Senate Vice President**

Joe Felan nominated Fairah Solomon from the Nursing Department. She accepted the nomination.

Mariya Khodakovskaya from the Biology Department was nominated by John Nichols. She accepted the nomination.

Nancy Hamilton moved to close the nominations and Rosalie Cheatham seconded this motion.

Each candidate was given the opportunity to tell the Senate why they were interested in the Vice President's position.

Prescient Matson launched a poll. Mariya Khodakovska won the nomination and accepted the position as Vice President of the Faculty Senate.

## **VIII. Reports**

- a. Executive Committee - Joanne Matson, President of Faculty Senate
  - i. Referral of eStem pickup issues to the Traffic Committee. These issues are: 1) The eStem pickup process which is affecting the traffic flow on campus; 2) The plans for providing Handicapped Parking spots behind Ross Hall and Dickinson Hall during the upcoming construction.
- b. Chancellor's Report – Christy Drale, Chancellor: Nothing new but a conversation with John Bacon (eStem) about parking—they need to make sure that no one is coming in from University as they should come in from Asher.

Questions for the Chancellor:

*Nancy Hamilton*—confirming that eStem comes in from Asher and then down University Drive and then to drop off, how will this be impacted during construction. *Chancellor*: not sure if this will be impacted by construction on Campus Way—will need to get more information about this. If I learn otherwise, I will share that with you. The hanciapped parking issue is for the demo of the old

Education building and is time limited. The construction should not impact the eStem pick up. They are still working on the handicapped parking issue.

*Rosalie Cheatham*—Received an email yesterday from the Provost that you and the Cabinet approved salary equity—how and when will this occur—lump sum or what? *Chancellor*: no details but should happen right away. Faculty will be notified.

*Laura Barrio Vilar*—who should we contact if we notice errors in a spreadsheet that was developed to keep up with faculty salaries. *Chancellor*: Please contact the Provost.

*Noureen Siraj*—Question about the salary equity sheet: Is it the old one or the updated one?

*Noureen Siraj* -- Question about the importance of research to the university. Research faculty are not getting needed support. Equipment is not getting repaired. *Chancellor*—need to have strategies identified. *Brian Barry*: There is a fund to keep equipment updated, but it is not enough. We are working on a research plan and there will be a support plan for this. Please bring my concerns to me.

*Chancellor*: One of the strategies we are using is to rely partly on grants and indirect funds to support our research. For a couple of years, we expanded efforts in fundraising for this. We have asked the Donaghey FDN for support and have received it. I also encourage the use of the Holiday Wish List.

*Ross Bradley*: I can answer about faculty equity. I am working on getting these memos out to the faculty for the Provost. These memos will indicate what the faculty members will be paid. If there are questions, please email the Provost at: [provost@ualr.edu](mailto:provost@ualr.edu)

*Noureen*

*Lawrence Whitman*: I wanted to assure Noureen we are supporting her. I meet with facilities management monthly. Let us know what needs to be fixed and what needs to be upgraded.

*Ed Anson*: For research we most need time and money. I agree with Josh about the time for the Title 9 training. Also money spent on such things as Simple Syllabus

- c. Undergraduate Council Posted on Website
- d. Graduate Council Posted to Website
- e. Core Council Will be posted .

**IX. Old Business**

none

**X. New Business**

1. **FS\_2022\_20 Faculty Governance Committee** (Legislation. Majority vote; no second required). Modify the Generic Departmental Governance Document to include approved language regarding Annual Review and Post-tenure Review.

[on April 29, 2022 agenda but never gotten to)

**Be it resolved to** modify the Generic Departmental Governance Document (Approved 5/2011) to include Senate-approved language pertaining to Annual Review and Post-tenure Review as shown in Attachment A (underline indicates addition; strikethrough indicates deletion); and

**Be it further resolved** that if approved, the changes would be implemented (retroactively) July 1, 2022.

*Commentary:* Originally approved by the Faculty Senate in May, 2011, the changes and additions to the generic governance document are needed to assure conformity to annual review and post-tenure guidelines in newly approved campus policies meeting Board of Trustees requirements.

See [Attachment A](#).

Rosalie Cheathan made the motion for approval.

Call for Questions:

Tim Edwards: Question– how soon will we know when the review process will be over.

Rosalie Cheatham: Committee has completed review and Provost is working on these. You should hear in 2 or 3 weeks.

**Poll launched: Motion passed.**

2. **FS\_2022\_23 Undergraduate Council** (Legislation. Majority vote; no second required). Revise the Honors policy (501.7) to modify graduation honors eligibility requirements and the manner in which the grade point average used for determining graduation honors eligibility is calculated.

**Be it resolved** to revise the “Graduation Honors” section of the Honors policy (501.7; rev 5/2003) as shown in Attachment B (underline indicates addition; strikethrough indicates deletion; {...} indicates other sections of the policy that remain unchanged)

**And be it resolved** that if approved, the revised policy would be implemented beginning with fall 2022 graduates.

*Commentary:* A full report on the reasons that a review of 501.7 was requested, its referral to the Undergraduate Council, the steps the Council took in reviewing the policy, the Council’s findings and recommendations can be found in the April 29, 2022 Undergraduate Council Report to the Faculty Senate, which can be found at <https://ualr.edu/facultysenate/files/2022/04/UGC-Senate-Report-04-29-2022.pdf>

See [Attachment B](#).

### **DISCUSSION of the MOTION**

Zac Higgins reviewed the process of how this was developed. No comments or questions. This will cause a change in the Academic Clemency Policy. *Rosalie Cheatham:* This change will need to come to the Faculty Senate.

There was discussion about the proposed F22 implementation date, as we are in the middle of a catalog year. It can be built out for SP23 implementation. There was also some discussion about possible exceptions for F22. Records will look and see how many students this might impact.

Voice vote to change implementation to SP 23—it passed.

Vote on original motion as amended.

Motion passed.

3. **FS\_2022\_24. Senator Michael DeAngelis** (Legislation. Referral to Undergraduate Council and Graduate Council. Majority vote at one meeting. Second required). Review, Report, and Vote on Simple Syllabus adoption and implementation.

**Whereas** curriculum and courses are the legislative authority of the faculty; and

**Whereas** a syllabus is a required component of each course; and

**Whereas** the Faculty Senate has determined a number of required components of each course syllabus; and

**Whereas** the Provost’s Office has purchased a tool, Simple Syllabus, with the stated intent of requiring its utilization and begun a pilot implementation program for Spring 2023, thereby pre-empting both the faculty’s authority over curriculum and courses, not

following the well established precedent of syllabus needs being addressed and approved by the Faculty Senate, and potentially impinging on academic freedom;

**Therefore be it resolved** that the question of the need for, selection, and implementation of Simple Syllabus, along with the results of the Spring 2023 Simple Syllabus Pilot Program, shall be referred to the Undergraduate Council and Graduate Council for review; and

**Be it further resolved** that representatives of the Provost's office shall be invited to participate in the review of the question of adoption and implementation of Simple Syllabus and the results of the Spring 2023 Simple Syllabus Pilot Program; and

**Be it further resolved** that the Undergraduate Council and Graduate Council shall consider in its review of Simple Syllabus factors such as the rationale for its use, previous evaluations of the tool, its ease of use, its cost, its ability to intersect with existing software such as Blackboard, Banner, and Workday, and other matters relating to a comparison of its costs and benefits;

**Be it further resolved** that recommendations related to Simple Syllabus be reported back to the Faculty Senate at the March 2023 Faculty Senate meeting, and

**Be it further resolved** that the Faculty Senate shall make a recommendation regarding adoption and implementation of Simple Syllabus at the April 2023 Faculty Senate meeting after review and discussion of the Undergraduate Council and Graduate Council reports.

*Commentary:* Despite several town hall meetings that were held by the Provost's office during AY 2021-2022 related to the adoption and implementation of this software, many faculty were either not present or not aware of this proposed software nor its rationale. Faculty Senators had many questions and concerns that were brought up during the August 26, 2022 meeting of the Faculty Senate.

In an email sent to all faculty on September 12, 2022, the Provost reported that a pilot program of the Simple Syllabus software would be conducted by *"early-adopter units and/or faculty who wish to volunteer"* and that *"data and feedback from this pilot will be provided to all academic units with follow-up discussion on advantages, disadvantages, and possible improvements to the Simple Syllabus tool,"* but did not provide specific details on how or when data and feedback from this pilot will be provided to all academic units nor how the faculty would either indicate their approval or disapproval. Here we have provided a timeline for review, discussion and a vote recommending approval or disapproval.

The potential positive and negative impacts of this software require additional time and consideration, and should involve faculty in the decision-making. Syllabi are integral to

curriculum and courses, and are under the purview of the faculty (UALR Assembly Constitution, Article III).

### **DISCUSSION of the MOTION**

Senator Angelis made the motion for item 24. Seconded by Ed Anson.

Open for debate: Laura Barrio Vilar: faculty were not excluded; Amanda Nolen was present as were members of the online campus advisory committee.

Ed Anson: purview of the senate and not ad hoc or other committees. Senate was bypassed.

Nancy Hamilton: was about to say what Ed said. It was presented at a bad time because of retrenchment and COVID.

Mark: Simple syllabus is a way to support our students.

Angela: Laura Barrio Vilar's point is well taken. A tool like this may be very necessary to serve our students and accreditation standards. Our current system of collecting syllabi is not working.

Andrew: Have to dispute statements that faculty were involved in the decision-making. There may have been some faculty involved, but it did not go through the faculty decision-making process.

Belinda: I want to reinforce that it is important that these things come through the faculty senate.

Michael: discussion was well taken.

Laura: Tool works with BB, Banner, and Workday. This tool is ADA compliant and we cannot guarantee that all of our syllabi are so.

Josh: Will probably not be compatible with the Law School. Any standardized policy should be located in a central place and not in syllabi.

Angela:

Mark: This is about format and not curricula.

Michael: Not sure if it's a good tool or bad tool— My motion is about the role of the faculty senate and their purview over curriculum.



Andrew: I have no idea whether there is a problem with Simple Syllabus. The Senate and Councils cannot make a decision until we see the information.

Noureen—do we have any idea if any other universities are using this? [no clear answer]

Motion: Passed.

4. **FS\_2022\_25 Senators DeAngelis, Nichols, Silverstein** (Recommendation. Majority vote at one meeting. Second required). Revise the [Faculty Workload Policy](#) (403.13) (FS\_2016\_14) to affirm full workload credit and compensation for courses taught.

**Whereas** adequate course preparation and quality content delivery must be done regardless of student enrollment in a course; and

**Whereas** individual faculty have limited to no control over enrollment in a course; and

**Whereas** courses may need to be taught, regardless of enrollment, for students to graduate in a timely manner; and

**Whereas** faculty may be required to teach additional courses to meet workload requirements if workload credit for some courses are prorated; and

**Whereas** faculty may receive prorated compensation if workload credit for some courses are prorated; and

**Whereas** penalizing individual faculty with extra workload or reduced compensation neither identifies nor addresses the particular circumstances of low enrollment in a course;

**Therefore be it resolved** that the following statement be added to [Faculty Workload Policy](#) (403.13) (FS\_2016\_14, Instructional Workload Weights section) affirming that faculty receive full workload credit and compensation for courses taught:

Faculty will receive full workload credit and compensation for any course that they teach. Prorating of workload credit or compensation is not allowed.

**Be it further resolved** that any policies, procedures, implementation, guidelines, or other comparable rules related to prorating of workload credit or compensation at UA Little Rock or any academic unit thereof are hereby immediately eliminated or repealed.

Seconded by Ed Anson

Motion presented and read.

**DISCUSSION of the MOTION**

Discussion held about proration, last minute class cancellations, and the impact on students.

President Matson—asked Michael DeAngelis to speak to these issues. He reported that these issues are separate. If you teach a class you should get full pay. There is an extra year of the pilot and you should not add to the policy during the pilot.

Discussion on separating the summer from other semesters. Some wordsmithing to separate out the summer contingency but not ultimately accepted.

Motion: Passed

XI. Open Forum:

Chancellor Drale—I wanted to thank you for this conversation. This is a matter of fairness as well as resource management.

XII. Adjourn

Meeting adjourned at 3:58 pm