

November 18, 2022 - approved at Jan 2023 meeting

Faculty Senate Minutes–Virtual

I. Welcome and Roll Call

Meeting began at 1:02 pm

Attending: Hamilton; Cheatham; Blevins-Knabe; Anson; Barrio Vilar; Harris; Carter; Cox; Hagins; Hunter; Scheidt; Scanton; Grosebeck; Hardeman; Blanton; Khodakovskaya; Deng; Nichols; Lewis; Atkins; Knight; Golden; Felan; Macheak; Boles; Woodmansee; Silverstein; Chancellor Drale; Provost Bain; President Matson; Bradley.
Absent: Sharna; Woolbright; Sadaka; Staley; Woolridge; Bajwa; Mlanova; DeAngelis; Solonnon; Forcum; Jones

II. Review of Minutes from [October 28, 2022](#) (just posted- will wait to approve until Jan. 2023)

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

See new Operations and Motions section on Senate website along left column

See new Governance sections on Senate website along left column; “current status” page is linked to Provost’s page. If you don’t have an approved governance document you’re supposed to be using the generic one.

IV. Announcements

Senator Peter Scheidt announced return of the [Holiday Art Sale](#) December 1, 6-9 pm, and December 2, 10 am -5pm, at Windgate Center of Art+Design

Senator Mark Baille announced 2023 [MOSI workshop](#) application link is available. MOSI is Mobile Institute for Scientific Teaching --not just about science

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

Senator Josh Silverstein suggested the Workday team post clarification for faculty about the leave process as it pertains to faculty. [*Does it pertain to faculty?* - jlm]

Senator Angela Hunter recommended revisiting the decision to make Fall leave the week of Thanksgiving instead of a few days in October. President Joanne Matson said she'd refer the issue to the Calendar and Schedules committee but also suggested it would be appropriate for Senators to submit a motion about making such a change.

VI. Introduction of New Topics (2 minute limit)

None

VII. Consent decrees—Resolutions Honoring Retiring Faculty

President Matson announced that there have been several years where we did not honor faculty that were retiring. She asked that everyone go back to their departments and get a list of those that have retired in the last several years.

Today, there are two faculty resolutions for retiring faculty from the College of Science, Technology and Engineering, and Mathematics. Mariya Khodakov read the resolutions.

Dr. Carl R. Stapleton Associate Professor of Biology to retire effective December 31, 2022. Motion approved.

Dr. William H. Baltosser Professor of Biology to retire effective December 31, 2022: Motion approved.

Rosalie Cheatham asked that these resolutions be printed and signed by President Matson and put in a nice folder for these two faculty.

VIII. Reports

a. Senate President Report—Joanne Matson

No report.

b. Chancellor's Report—Chisty Drale, Chancellor

Chancellor Drale —no new items and will take questions.

Rosalie Cheatham: Two nice open forums for strategic planning were held. She asked for an update on what process is going forward.

Chancellor Drale said that in addition to these two Dr, Decker held one with the students. The timeline that the institutional goals will be completed is by the end of this semester. The component committees, if not already started, will start in January. Institutional level committee will put out a suggested template for these.

c. Provost's Report—Ann Bain, Executive Vice Chancellor and Provost

Provost Bain: added her congratulations for these two retiring faculty.

The Faculty Senate offered condolences to Heba Sadaka for the loss of her husband.

First bulk order for first round of computers ordered from rollover tech dollars. These will be dual monitors with docking stations, and the first order is for 100 of these. Deans were asked to decide to whom these should be assigned.

She noted that several others have walked through the learning spaces and are looking to get these updated. She is working with a team on this. She asked the deans to put together a comprehensive list of areas that need to be updated.

She went to a high bay demonstration. She went to a room dedication in the ETAS building. This is a very large room with high ceilings where construction management students can be able to real live scaffolding. Hank Bray and LLoyd Webre have done a great job with this. Naboltz Construction partnered with us for this.

She has spoken with Christian O'Neal and he is working to see if we can obtain donors for the two new faculty awards we have for this year.

Mark Baillie asked if any thought was on using active learning furniture in classrooms that makes it more possible to engage students in a different way. The Provost reported that they have been looking at this.

d. Ally for Blackboard Update—Reed Claiborne and Geoff Nash.

Reed related that the common scenario at DRC is early in the semester, a student with a print disability/low vision with the reading materials for a class. In this case the materials were posted in an inaccessible format. Today he is speaking with us not as being from DRC but as on a committee put together by the System office to improve accessibility as it relates to Blackboard content and websites. A few years ago the campus purchased a tool to provide us with an accessible tool to give us a baseline measurement of accessible content. He reported that they are looking for early adopters to help with implementation. An email will come out after Thanksgiving to ask for early adopters. We will guide them through the process. The goal is to create a plan to improve accessibility. Geoff Nash reported that Ally generates alternate formats of documents that upload directly into BB. Anyone that needs them can choose the format that meets their needs. Once Ally is enabled in a course, the faculty do not have to do anything to make them available, as Ally generates them automatically for students and faculty. It also provides faculty with feedback about a loaded content in the form of indicators which are embedded alongside each content item scored by the system. Feedback panel items can be used to replace content. He explained the process and how it would work. He indicated a course level report was available for faculty. It makes it easy to assess issues in one place. Scores are not visible to students.

The Ally Accessibility group is looking forward to working with faculty. Reed said more information will be available for early adopters.

Laura Barrio Villar said that early adopters will be able to use it, but hopes that others will use it. She has been using Ally for the last two years and reports that it is very user friendly. She encouraged faculty to give this a chance.

e. State legislative session update – Joni Lee, Vice Chancellor University Affairs


Joni Lee works with the legislature. The Legislature will begin the session on January 9. She explained the roles of the various legislative liaisons across the campuses. The Chancellors meet weekly during this time. She reported that the main focus for us during the session is budget and appropriations. Another big issue facing higher education is the backlog of deferred maintenance on all of our campus facilities. A big issue is trying to help figure out a funding source for these issues. It is becoming a perennial problem for campuses to have any sort of place to turn to for capital expenditures, so we are addressing this as a hierarchy. UALR is also focused on session is also focused on research infrastructure and this helps us maintain our R2 research community

classification. As for funding that we might expect...the higher education funding, the state revenue is holding fairly steady. There has been concern from some legislators about the care funding. It is the job of the liaisons to help the legislators understand how the care funds have helped us through the pandemic with our students. Joni reported that Governor Hutchinson included an increase for K through twelve teacher pay. So they will be looking at Governor Sanders to see what her priorities are..we think that there may be some major reform issues she is looking at for K through twelve. The last session there was a lot of time working on masks and vaccines. We do not expect there to be a lot of this during this session. There is a lot of focus on student loan debt--this is coming from concerns of constituents. They are also focusing on excess employee positions that have not been used in years. There has been a bit of discussion about changing funding formulas, we do not think that this will be a big focus of Governor Sanders. There has been some discussion on DEI on campuses on how it is defined and how it is administered. Joni was asked by Joanne to speak about the role that faculty may play. Faculty members have assisted with the drafting of legislation. They have also been called to testify on issues that they have used their expertise on. She spoke about faculty involved in professional organizations and contacting them on a personal level. She said that you should make sure when you reach out to them in what capacity you are reaching out to them--a professional or personal issue. She said to reach out to her if you had questions.

Roaslie Cheatham asked if it was appropriate to use our UALR email to contact a legislator about an organization faculty/staff might be a part of. Joni said that if you are providing information and the information is going to help them consider a variety of pieces of legislation they might support. She noted that we should always be careful about using our UALR email only in non advocacy communication. Rosalie asked if there was a way that this could be on our website about the rules of the game as how we as UALR employees are appropriately allowed to engage in connecting with legislators. Joni responded that there are a couple of policies that do run that down. She said she would get these to Joanne.

f. Undergraduate Council Report

Zac Hagins: will have this to President Matson today.

g.  Graduate-Council-Report-11-18-22.pdf

IX. Old Business

None

X. New Business

1. **FS_2022_27. Executive Committee (Legislation. Majority Vote at one Meeting, no second required). Fall 2022 graduates.**

Be it resolved that those applicants completing all requirements for various degrees in the 2022 Fall Semester shall be approved for graduation. (see [here](#) for a list of candidates for graduation, current as of November 14, 2022).

Motion passed.

2. **FS_2022_28. Academic Integrity and Grievance Committee (AIGC)** (Legislation. Majority vote; no second required). Revise the Grade Appeal policy (501.6)

Be it resolved to revise the Grade Appeal Policy (501.16, previous revision 2019) as shown in [Attachment A](#) (underline indicates addition; strikethrough indicates deletion).

Commentary:

These revisions are procedural, designed to bring the Grade Appeal policy in line with existing practice, especially with regard to timelines and documents.

3. **FS 2022_29. Academic Integrity and Grievance Committee (AIGC)** (Legislation. Majority vote; no second required). Revise the Academic Misconduct Policy (501.13).

Be it resolved to revise the Academic Misconduct policy (501.13, previous revisions January and April 2021) as shown in [Attachment B](#) (underline indicates addition; strikethrough indicates deletion).

Commentary:

These revisions are procedural, designed to bring the Academic Misconduct policy in line with existing practice, especially with regard to timelines and documents. Additionally, other policies are incorporated by reference instead

of directly so as to minimize the possibility of numerous versions of the same policy.

Lisa Sherwin spoke about the above two policies. She is not the chair but was last year and the current chair deputized her to wrap this up because it is a legacy from last year. The basic work on these two policies has been to clean up the language when it refers to title holders or position holders that we do not use or do not exist and standardizing certain procedural issues about timeframes and expectations. This is our first time in bringing in the grade appeal policy. The second policy, the integrity one, has been through the senate several times. There are a lot of strike throughs and they are not necessarily removals of those items, but rather either cleaning up the language or moving them so that they are in a procedural and sequential order.

We are still looking at both policies and we looked at deadline consistency and articulating what documents need to be submitted. Both of these things can be addressed introducing a conflict of interest into both so that members of the panel should or at least make explicit that they should recuse themselves, making more clear who is present in the hearing and who is present in the deliberations. Thus establishing clearly that all hearings must be recorded. Also, making clear who are participating members and who are non participating members. All documentation must be distributed to both sides in the hearing and to the panel in five calendar days.

Clarification was made on the timeline on the grade appeals policy. The chair must verify this.

Oftentimes, a student will disappear for several semesters after filing the appeal and they return. So a time limit has been set. If a student does not respond for a semester then the appeal is closed. Asking that students fill out the grade appeal form. The form is the first step. The new form has not been completed yet.

There is mixed language on grievance vs grade appeal.

President Matson asked if there were questions on 501.6. No questions.

Vote 27 to ZERO in favor.

On 501.3 Integrity—majority of work done—standardized language and structuring. The bulk of these were already approved by the Senate a year ago. The section on Sanctions:. Many of these appear on the Dean of Students website and they do not align with what is written here. Our recommendation is to remove this and refer to the policy, This appears in 501.11. The rights and privileges of students are also articulated under the Dean of Students website. These steps appear earlier in the policy.

Any Questions? None. It passed.

Liz thanked everyone on behalf of the AIGC for the last two years. We appreciate the support.

President Matson stated that the issue of having a single list of policies—we are not succeeding. The goal is to work toward that.

One more thing on the agenda. Motion FS_2022_ 30 coming from Anson and Silverstein. Motion made by Silverstien and seconded by Anson. Per Anson the major thing is that there should be a time limit on some of the training and the initial training should be sixty minutes or less including all modules.. The time limit for subsequent training should be thirty minutes or less including modules. No employee should have to take more than one training every two years except where required by law.

Angela Hunter: Question on point four—does this mean you do not have to repeat the same training on the same topic or is it you should not have to do any more training at all on anything in a year?

Josh responded that the sum total of training that we have to do in a given period is limited.

Angela said that she was going to speak against this. When Federal laws change and require that we receive training on them. She does not think that we should say no more than one training every two years.

President Matson announced that we will use the two bites of the apple rule.

Josh: Frequently employees are told that trainings are mandatory and they are not. Angela is raising a fair point. Perhaps she would accept this as a compromise amendment to our proposal. We could add language at the end that said: No employees shall be required to undergo more than one training every two years unless otherwise mandated by law. Angela reported that would solve her issue with that area.

Vote on Amendment: Motion passes 24 to 0.

Main Motion: Any discussion?

Belinda asked about training for IRB. Josh responded this was covered in the amendment.

Motion made by Anson and seconded by Cheatham

24 to 3 motion passes.

President Matson reminded everyone that we categorized our motions earlier this year, so there are some that are legislation and we do have control of these and there are some things that are recommendations over which we do not have control. This will be reviewed as a recommendation and the Chancellor will respond.

Josh had a question about this being a recommendation. President Matson referred us to the faculty senate webpage.

Josh reported that annual review and tenure are not on the list. Joanne responded that that was covered by board policy.

XI. Open Forum - discuss use of "Ole Miss"

President Matson asked if we might want to discuss the issue of the use of the term "Ole Miss". There have been some discussions about this on FacFocus.

She noted it was connected to the time of slavery. Ole Miss being the term of the master's wife. University of Mississippi asked if they would like to make changes and they said no.

Laura Barrio pointed out that the discussion on FacFocus. If this was the only way to refer to them, I would understand the need for keeping those references. She suggested that our communication department has the power to refer to them as the University of Mississippi.

Someone asked if this was the proper venue to discuss this and President Matson said that we had the opportunity to exchange ideas.

Chancellor Drale stated that she had asked our Athletic Director to use the University of Mississippi when talking about this university. She pointed out that the moniker was the official title. She said we will use the term the University of Mississippi when in communication with them.

Rosalie suggested that she might want to share this President Bobbit and she said she would do so.

Laura moved for adjournment and President Matson wished everyone a great holiday break. Meeting ended at 3 pm.

