

UAMS ACADEMIC SENATE MEETING

October 10, 2013

About the Faculty Senate:

The purpose of the UAMS Faculty Senate is to provide a forum for addressing issues that impact on the scholarship and academic pursuits of the faculty, and to provide a mechanism for faculty representation in **institutional governance**

<http://academicsenate.uams.edu/>

Academic Senate Agenda

October 10, 2013

- 1) Updates**
- 2) Description of new Provost Position—Chancellor Rahn**
- 3) Updated 2013 UAMS Faculty Senate Survey Results**
- 4) Senate Committee Reports**
- 5) AAUP Chapter**
- 6) Open discussion**

Updated Website

- <http://academicsenate.uams.edu/>
- Officers
- Committee information
- Meeting minutes
- Survey results
- Links

Activities

- Senate leadership meeting regularly with UAMS leadership
- Updated seminar calendar
- Senate representatives serving on:
 - UAMS Internal Communications Committee (J. Parham)
 - University Research Committee (L. Cornett)
 - Day Care Fundraising Committee (J. Shorey)
 - Faculty Life Cycle Committee (L. Lamps)
 - Export Control Committee (L. Cornett)
- Input on revised Chancellor's Teaching Award
- Mini-retreat of senate council and representatives with Chancellor's cabinet

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Daniel Rahn, MD
Chancellor

Northwest
Arkansas Campus

Peter Kohler, MD
Vice Chancellor

College of Nursing

Lorraine Frazier,
PhD, RN
Dean

College of Pharmacy

Stephanie Gardner,
PharmD, EdD
Dean

College of Medicine

Rick Smith, MD
Dean and
Vice Chancellor

Graduate School

Robert McGehee,
Jr., PhD
Dean

College of
Public Health

James
Raczynski, PhD
Dean

College of Health
Related Professions

Douglas L.
Murphy, PhD
Dean

Academic Affairs

Jeanne K. Heard,
MD, PhD
Provost

Jackson T.
Stephens Spine &
Neurosciences
Institute

T. Glenn Pait, MD
Director

Donald W.
Reynolds
Center on Aging

Jeanne Wei, MD
Director

Psychiatric
Research Institute

Jeff Clothier, MD
Interim-Director

Harvey & Bernice
Jones
Eye Institute

Christopher
Westfall, MD
Director

Winthrop P.
Rockefeller
Cancer Institute

Peter Emanuel,
MD
Director

Myeloma Institute
for Research
& Therapy

Bart Barlogie,
MD, PhD
Director

Translational
Research
Institute

Curtis Lowery, MD
Director

Regional
Programs

Mark Mengel, PhD
Vice Chancellor

UAMS Medical
Center

Roxane
Townsend, MD
CEO and Vice
Chancellor for
Clinical Programs

Finance

Bill Bowes
Vice Chancellor

Research

Lawrence
Cornett, PhD
Vice Chancellor

Institutional
Compliance

Bob Bishop, JD
Vice Chancellor

Communications
& Marketing

Leslie Taylor
Vice Chancellor

Information
Technology

Dave Miller,
MSHA, CHCIO
Vice Chancellor
and CIO

Institutional
Advancement

Lance
Burchett
Vice Chancellor

Diversity and
Inclusion

Billy Thomas, MD
Vice Chancellor

Administration &
Governmental
Affairs

Tom S. Butler
Vice Chancellor

Campus
Operations

Mark Kenneday
Vice Chancellor

Mission Alignment and Coordination

Daniel Rahn, MD
Chancellor

Other Programs

Northwest Arkansas
Campus

Regional Programs

VAH

ACH

Academic Mission

Provost

- Academic Leadership for Educational Programming
- Collaboration for Workforce and Faculty Development
- Budget Planning and Fiscal Management
- Student Services and Support
- Educational Technology

Clinical Mission

Vice Chancellor for
Clinical Programs

Dean College of
Medicine & Vice
Chancellor

- Strategic Alignment
- Program Development
- Partnerships
- Clinical Education and clinical research support
- Health System Management

Research Mission

Vice Chancellor
for Research

- Oversee the UAMS research Database
- Strategic Advancement of Research
- Research Cores
- Research Support Center
- Animal Care and Use
- Research Compliance

Institutes

Dean College of
Medicine & Vice
Chancellor

- Coordination of Missions
- Winthrop P. Rockefeller Cancer Institute
- Jackson T. Stephens Spine Institute
- Reynolds Institute On Aging
- Jones Eye Institute
- Translational Research Institute
- Myeloma Institute for Research and Therapy
- Psychiatric Research Institute

Support Division

- Finance
- Campus Operations
- Information Technology
- Legal
- Human Resources
- Government Relations
- Communications and Marketing
- Institutional Advancement

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2013 UAMS Survey Respondents

Your primary appointment is in which College		
Answer Options	Response Percent	Response Count
College of Health Related Professions	6.6%	32
College of Medicine	76.1%	367
College of Nursing	7.7%	37
College of Pharmacy	7.3%	35
College of Public Health	2.3%	11
	<i>answered question</i>	482
	<i>skipped question</i>	8

**Approximate % of Faculty within
each College responding in survey:**

CHP: ~40%

COM: ~36%

CON: ~37%

COP: ~35%

COPH: ~33%

CHP Key Issues:

1. Teaching is not rewarded
2. Mentoring needs to be better
3. Dissatisfied with collaborative opportunities
4. Communication is poor across campus
5. Faculty are generally satisfied with fringe benefits
6. Dissatisfied with Salary/Incentives/annual reviews

COP Key Issues:

1. Teaching is not rewarded
2. Mentoring needs to be better
3. Communication is poor across campus
4. Faculty are generally satisfied with fringe benefits
5. Faculty are not engaged with research admin?

CON Key Issues:

1. Teaching is not rewarded
2. Mentoring needs to be better
3. Communication is poor across campus
4. Faculty are not engaged with research admin?
5. Faculty are generally satisfied with fringe benefits
6. Recruitment and retention could be improved

COPH Key Issues:

1. Teaching is not rewarded
2. Mentoring needs to be better
3. Research is not supported
4. Communication is poor across campus
5. Faculty are generally satisfied with fringe benefits
6. Annual pay agreements not well discussed

COM Key Issues:

1. Teaching is not rewarded
2. Mentoring needs to be better
3. Communication is poor across campus
4. Research is not well supported
5. Faculty are not engaged with research admin?
6. Faculty are generally satisfied with fringe benefits
7. Salary agreements and incentives need improvement

UAMS Data-2013

Q11. The Academic Senate could assist in the area of Teaching/Mentoring by:

Top 5 categories based on 109 responses	#	%
Mentoring <i>Need to support/reward mentors, Enhance and encourage mentoring programs</i>	29	27
Rewards and incentives <i>Incentivize good teaching, recognize/reward non-MD teaching</i>	28	26
Teaching infrastructure <i>Standardize teaching evals, teaching track for P&T, better utilization/training for teaching technologies</i>	22	20
Training and resources <i>Increase connectivity for distance learning, training for technologies, better implementation of teaching technologies</i>	10	9
Protected time <i>Competition between teaching and other academic activities (especially clinical), teaching reduces clinical productivity and faculty are penalized</i>	9	8

UAMS Data-2013

Q15. Clinical activities: The Academic Senate could assist in improving the Clinical mission by:

Top 5 categories based on 72 responses	#	%
<p>Communication with administration <i>Improve communications between clinicians, admin, and hospital. Provide forum for discussing problems/ideas.</i></p>	16	22
<p>Advocate for clinicians <i>Be inclusive of all health professionals/colleges; Involve clinicians in problem solving</i></p>	14	19
<p>Support issues <i>Not enough nurses and trained staff in all areas, IT infrastructure doesn't work</i></p>	13	18
<p>Management issues <i>Departments need flexibility in management, scheduling and budget</i></p>	11	15
<p>Incentives <i>Compensation not solely RVU based, accounting for other activities (research, teaching).</i></p>	9	12

UAMS Data-2013

Q18. Research activities: In what ways can the Academic Senate help to support the research mission at UAMS?

Top 5 categories based on 92 responses	#	%
Rules and regulations <i>Excessive and obstructive compliance implementation (IRB, IACUC, IND/IDE, COI).</i>	21	21
Funding <i>More bridge and pilot funding, better dissemination of info about available funding sources</i>	17	17
Protected time <i>Need protected time in all pathways, balance academic expectations</i>	12	12
Communication <i>Databases for equipment, techniques, services. Faculty input on research policies, better clinician-researcher connections</i>	10	10
Core labs / mentoring / incentives <i>Trained staff, reduced fees; more support for junior researchers; more time for mentoring; incentivize clinicians in research—stop de-incentivizing</i>	6 ea	6 ea

UAMS Data-2013

Q20. In what ways can the Academic Senate help to address issues related to administrative support function at UAMS?

Top 5 categories based on 88 responses	#	%
Purchasing, travel <i>Travel and purchasing too complex, slow, and inflexible.</i>	18	20
Admin support <i>Understaffed or lacking departmental admin support for research and clinical missions.</i>	11	13
IRB/IACUC Issues <i>IRB process is too slow, IACUC becoming an impediment to research</i>	9	10
Indirect Costs <i>IC should be transparent, IC shared with depts/PI/Co-I</i>	8	9
Regulations <i>Too many forms, too much redundant paperwork.</i>	6	7

UAMS Data-2013

Q23. The Academic Senate can best improve Faculty Affairs by helping to address:

Top 5 categories based on 60 responses	#	%
Recruitment and Retention <i>Role of chairs, non-competitive policies, understand reasons for leaving</i>	22	37
Salaries and benefits <i>Non-competitive salaries, salary inequities, benefit reductions</i>	13	22
Communication / interaction with administration <i>More transparency, increased faculty role in Dean hires, better exchange of information</i>	10	17
Faculty recognition / engagement <i>Faculty contributions undervalued relative to admin, off-campus faculty not recognized, no role for faculty</i>	10	17
Support <i>More support for junior faculty, unfunded research, and programs that are working. Decrease regulatory paranoia</i>	4	6

UAMS Data-2013

Q27. Communication: The Academic Senate can best improve communication across campus by:

Top 5 categories based on 40 responses	#	%
E-mail/newsletter <i>Too much email, seminar list is good</i>	13	33
Improve general communications <i>Standardize communications across campus, increase transparency, engage AHEC faculty</i>	11	28
Website / Listserv / Blog <i>Communicate other than by email, information in one place, presentations recorded and available</i>	8	17
Meetings / forums <i>Quarterly reports from admin, reports on agenda items/outcomes, more regular meetings</i>	6	15
Misc. <i>Doing good job, senate has no role</i>	2	3

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Academic Senate (2013)

- Senate activities via 3 Committees (*liaising with UAMS leadership*) and oversight by Senate Council
 - **Communications-** Dana Gaddy
 - **Faculty Affairs-** Cesar Compadre
 - **Research-** Michael Borrelli
- **We are effective only with your continued involvement and activity!**

Academic Senate Committees

Faculty Affairs Committee

Cesar Compadre, Chair

Phil Breen

Aliza Brown

Ilias Kavouras

Chenghui Li

Maha Mahadevan

Laura Smith-Olinde

Joseph Stimers

Faculty Affairs Committee Priorities and Goals

2013 Statement

The charge of the committee is to facilitate academic excellence at UAMS

The areas of interest are

1. Identify issues and solutions to enhance faculty efforts in teaching and clinical service
2. Enhance faculty mentoring and interaction across campus
3. Provide faculty input related to recruitment/retention, promotion, and

Academic Senate Committees

Research Committee

Michael Borrelli, Chair

Helen Benes

Gunnar Boysen

Maxim Dobretsov

Aime Franco

Barbara Fuhrman

Robert J Griffin

Jack A. Hinson

Howard Hendrickson

Fusun Kilic

Leanne Lefler

Lee Ann MacMillian-Crow

Steven Post

Brian Storrie

Research Committee Priorities and Goals

MISSION STATEMENT

The charge of the Academic Senate Research Committee is to facilitate and promote basic, translational and clinical research excellence at UAMS.

COMMITTEE GOALS

1. Increase Research Communication and Collaboration across Campus.
 - a. Expand and improve research showcases.
 - b. Cross-college research forums

2. Enhance Research Support on Campus
 - a. Increase Intramural Support (MRE and TRI) for team-based projects
 - b. More interaction with development office to attract donors and other funds
 - c. Better "advertising" of research importance to the community

3. Streamline research compliance.

Academic Senate Committees

Communications Committee

Dana Gaddy, Chair

Lindy V. Bollen

Linda A. Deloney

Fred H. Faas

E. Kim Fifer

Abdallah M. Hayar

Grover P. Miller

Communications Committee

Priorities and Goals

2013 Statement

The charge of the committee is to enhance communication among faculty and between faculty and administration at UAMS

The areas of interest are

1. Identify issues and solutions to improve accurate and timely information exchange with faculty
2. Provide mechanisms for disseminating relevant information to faculty across the UAMS campus

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AMERICAN ASSOCIATION OF
UNIVERSITY PROFESSORS

*Advancing academic freedom and
shared governance, defining
fundamental professional values
and standards for higher education,
and ensuring higher education's
contribution to the common good.*

<http://www.aaup.org>

<http://www.arkansasaaup.org>

Arkansas AAUP State Conference: Saturday, October 26th in
Little Rock

Interested in membership? Sign-up sheets on the back tables
Contact: Maha Mahadevan

Academic Senate



WE NEED YOU !

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