

Academic Senate Council

March 27, 2019

Attending: **Attendance not taken**

- I. Called to Order at 2:03pm and minutes from the February meeting were approved as presented
- II. Introductions of new members/guests – Samantha Huckuntod will replace Leah Horn of Graduate Student Association
- III. Discuss Senate elections/nominations
 - i. Nominations to date:
 - a. Tiffany Huitt and Brenden Stack for President-Elect
 - b. Ginell Post and Nick Zaller for Member-at-Large
 - ii. Motion made to close nomination and send ballot to faculty, with April 15 deadline to vote
- IV. Report from Committees and Representatives
 - i. Faculty Affairs – continuing progress on Handbook
 - ii. Communications – no report
 - iii. Research – no report
 - iv. Reminder for College Reps to meet with their deans regularly
- V. Faculty retention Committee
 - i. Dr. Grover Miller reported that UAMS has established a Faculty Retention Committee to focus on retention difficulties. The committee consists of approximately 12 people across colleges, plus a statistician. Dr. Wendy Nembhard serves as chair. Goal is to improve retention via (1) a focus group on why faculty come to UAMS and stay at UAMS, (2) a survey of faculty who have left UAMS, and (3) an annual survey of faculty. Council discussed the importance of this committee working with Senate leadership regarding the exit survey we implemented with HR.
 - ii. The Council discussed the HR Exit Survey, including (1) broad dissemination of annual findings, (2) enhancing transparency of findings, (3) concerns over (a) ensuring anonymity and (b) quantifying “Leaving for a Better Job”
- VI. Brief update on Annual Review/Remediation Plan
 - i. Dr. MacMillan-Crow announced that, after careful review of faculty feedback, Drs. Gardner and Shorey have revised the policy to incorporate the majority of the Academic Senate’s changes. Revised policy has been sent to UAMS Legal for codification prior to presentation to Dr. Patterson.
 - ii. Senate recommended (a) sending announcement to faculty highlighting proposed changes, and (b) thanking the faculty for expressing their opinions
- VII. Other Business
 - i. Graduate School reps raised concerns that increases in health insurance rates are outpacing increases in stipend. Several examples were provided, including estimates that the base insurance plan cost approximately \$200/month, or ~10% of annual stipend. Faculty were sympathetic and requested more data, such as
 - a. Information about availability/cost of different plans, including clarification if students are allowed to take more competitive non-UAMS plans.
 - b. If students in other Colleges (Medicine, Nursing) had similar challenges

c. If not, why? (Still eligible to be on parents' health plan? Were health care costs similarly expensive but covered by student loans?)

Adjourned shortly after 3 pm