

## Academic Senate Council

February 27, 2019

### APPROVED MINUTES

**Attending:** Boysen, Burgess, Frett, Hayar, James, Karim, MacMillan-Crow, Martin, Mendiratta, Miller, Nagel, Prather, Robertson, Selig, Smith-Olinde, Stack

**Absent:** Freeman, Horn, Huitt, Lefler, Post, Rosenbaum, Whited

**Guests:** Mahadevan, Palade, Phelps, Shorey

- I. Called to Order at 2:02 pm and minutes from the January meeting were approved as presented
- II. Introductions of new members/guests – Cherika Robertson, new from CHP, this is her first meeting
- III. Discuss Senate Business, Elections/Nominations
  - a. Need a second, backup webmaster for Senate site
  - b. Officers
    - i. Stack, Rosenbaum terms end in 2020; Post in 2019, at-large position election needed
    - ii. Parliamentarian term ends in 2020
    - iii. Secretary term over 2019, agreed to remain until 2020
    - iv. Need President-Elect
    - v. Need 2<sup>nd</sup> Grad Council representative
    - vi. LAMC: asked Council members to help the executive committee identify individuals for these two positions (President-Elect; At-large); no one in the room indicated a desire to stand for President-Elect
    - vii. Election dates: April 1-15 with 1 week for run off if needed, changeover officers on May 1
    - viii. Nominees needed by March 17
  - c. Full Senate Spring meeting
    - i. LAMC would like to invite an outside speaker, the UA-Birmingham Faculty Senate Past President; LAMC would like to have someone give a different view of a more active Senate
    - ii. Possible dates: April 30 or May 2, 4:30 pm -5:30 pm meeting to encourage clinician attendance
- IV. Report from Committees and Representatives
  - a. Faculty Affairs – working on Handbook; new members Pam Laborde, Nursing, and Lori Fischbach, COPH
  - b. Communications – no report
  - c. Research – need more ideas; no updates on research software, which was set as a budget issue
  - d. LAMC stated she open to ideas to revitalize the Senate’s committee structure
    - i. Should the Senate include Education as a committee or add that area to a current committee? One member spoke up in favor of this idea
    - ii. Motion: Create an ad hoc committee to look at salary policies across campus
      1. Charge: Fact gathering
      2. Extensive discussion on salary practices at UAMS

- a. Basic Science faculty median salary is based on old data
    - b. What is in place to make sure policies put in place followed?  
Discretion of chairs? Didn't think it was theirs to follow or not, following old tables for salary
    - c. Website transparency for clinician salary, doesn't include incentives, per Mendiratta
    - d. Faculty on campus told they will have their salary cut if they do not have grant; at least three faculty have heard that according to one Council member
    - e. Point made that salary compression is an ongoing issue
  - 3. After additional discussion, the motion was withdrawn
  - iii. LAMC is going to reach out to Kristen Sterba for Senate representation on the Academic Policies Committee
- V. Update on Annual Review/Remediation Plan
  - a. 10 business days are up this Friday, March 1
  - b. Before last Friday, the Council received several emails in support of its view/vote; those emails, about a dozen, were forwarded to the Provost
  - c. The Council began a faculty survey Friday, Feb. 22
    - i. The survey has received 260 votes thus far: 10% approve of the new policy/procedure; 62% don't approve; 28% proxy vote of Council
    - ii. In sum: 90% of the faculty voting do not approve of the new policy; LAMC sent a reminder email on Tuesday, Feb. 26, but will not send another reminder.
    - iii. The percentages have stayed the same since about the 3<sup>rd</sup> day of the survey; beyond sharing with Dr. Gardner.
  - d. Suggestion: have executive council meet with Drs. Gardner and Patterson; discussion ensued  
It was agreed that the President will call a special Council meeting, about the 2<sup>nd</sup> week of March, and invite Drs. Patterson and Gardner to discuss this policy; discussion occurred with respect to the differences between what the Council/faculty would like to see vs. the Administration's thinking behind why the policy was crafted as it was
- VI. Other Business – None  
Adjourned at 3:05 pm