

Academic Senate Council Meeting Agenda June 24, 2020

Present: Tiffany Huitt, Mary Burgess, Stephanie Gardner, Abdalla Hayar, Paul Prather, Ginell Post, Saleema Karim, Priya Mendiratta, Dana Moser, Vania Naydenova, Eric Rosenbaum, Cherika Robertson, Ashley McNatt, Brendan Frett, Gunnar Boyson, Brad Martin, LeAnn MacMillan, Andrew James, Corey Nagel, Grover Miller, Edgar Meyer (via phone)

- I. Call to Order: 2:00 pm**
- II. Provost Dr. Gardner report, review of Town Hall meeting on 6/10**

Tiffany asked to move Section IV of the agenda up as first topic to allow Dr. Gardner to speak, as she had another meeting to attend.

Dr. Garner started by saying that she felt that we had a successful Chancellor's Town Hall meeting. Attendance was around 1300. The meeting focused on 3 areas: Covid 19 predictive modeling was given by COPH Dean, Amanda George gave an update financially, Vice Chancellor of Diversity spoke about racism, the current events, and UAMS' response. The feedback that they have gotten was so positive that the Chancellor said he is willing to hold a Town Hall every month. The next one is tentatively scheduled for July 16. She said that in speaking the Academic Senate officers, and with the other feedback, that it seems that frequent communication is key to success.

Tiffany Huitt asked a question about if finances will be presented at every Town Hall meeting. Dr. Gardner reported that she hopes so, and that this seems what people wanted to hear the most. She also asked a question regarding input about Topics that the senate would like discussed. Dr. Gardner encouraged that people e-mail her. An item that comes in late might not be discussed, due to the need to plan far in advance.

Brad Martin asked if Contingency Plans can be added as Topic; Asked if CDC model, ensemble model, could be presented in addition to the UAMS Covid predictive model. Dr. Gardner said that contingency plans regarding classroom and other issues have largely been left to the individual Colleges. For example, COPH has decided that it will be all online. But that doesn't work for other colleges, for example, Dental Hygiene.

Gunnar Boyson asked about hospital percent utilization. Dr. Gardner responded that she thinks the finances are continuing to look better. From what they can tell from patient activity, it seems to be continuing to improve in June. Our bed count most days is getting close to where it was before. But that doesn't take into account elective cases that yet are not all being scheduled.

Priya Mendiratta asked about PPE for clinical providers and staff. For example, having N95 and hand sanitizer available. She asked about if there is plan for when routine Covid 19 testing of employees will be completed. Dr. Gardner said that she will ask Dr. Mehte at her next meeting. It was suggested that Plexiglass be added to the front desk. Dr. Gardner said that they are working on the dental hygiene clinic to make it safer, and will try to find out more information about other clinics.

Abdallah Hayar had a question about the graph showing up to 300,000 will be infected with Covid 19 in Arkansas by the end of September. Answer by Ashley McNutt: 3 different persons working on the models, including the Dean of COPH. She will ask the Dean to provide more information

III. College Officer Reports & College Representative Elections Updates

College Health Professions, Cherika Robertson, new representative Dana Moser introduced.

College of Medicine, Mary Burgess, said that she and Priya Mendiratta have not been able to meet with the Dean. Tiffany Huitt and LeeAnn McMillan agreed that we need to find someone to replace Mary Burgess as representative, since she is in Secretary position. It was advised to ask Dr. Westfall for recommendations. Based on his recommendations, someone can be appointed.

College of Nursing, Corey Nagel reported that he has not met with Dean. They did have elections and have a new representative, but unsure who it is.

College of Pharmacy, Brad Martin has meeting with Dean this Friday. His seat is open, and he was the only person nominated. Plans to talk with Dean regarding the financial cuts and voluntary reductions, and to discuss that the Senate was satisfied with Town Hall response.

College of Public Health: Saleema Karim met with Dean and Associate Dean after last meeting. They are interested in faculty burn out. She is on 2nd year term, and she was asked to stay on for another year. They asked for someone to be part of Faculty Affairs committee.

IV. Committee Reports

Research Committee: Paul Prather: Nothing to report. Tiffany asked if he was involved in the Covid Research Symposium. He said that they were not involved. Abdallah Hayar said that it was successful, ranging from treatment to immunology, and brochures distributed so that there is opportunity for collaboration. He asked if 2 people/colleagues can be regular attendees as guests. Tiffany responded that the meeting is always open, but we need to find a way to get the Zoom Link available. He can forward to anyone who he wants to attend, and yes they are welcome.

Communications Committee: Nothing reported

Faculty Affairs: We do not have a chair. Tiffany said that she needs to put some language together, to distribute, so that we can recruit and resurrect the committee. She is in the process of scheduling a meeting with Wendy Ward, the new Associate Provost for Faculty Affairs. She would like if Wend Ward would attend our Academic Senate meeting, like Jan Shorey did in the past. She will try to meet with her in July to discuss roles and goals of the Academic Senate, and specifically our role in Faculty Affairs. One prior responsibility was contributing to the Faculty Handbook.

Cherika Robertson asked, Does the new chair of Faculty Affairs Committee have to be an active member? Tiffany thinks it is a good idea if council appoints the Chair, but the position is open to anyone. LeeAnn MacMillan confirmed that they do not have to be active members. It should be open to anyone who wants to participate and help.

V. New Business

a. Proposed Council Goals, 2020-2021

i. Increase Faculty Engagement and Participation

ii. Increase Senate Council Engagement and Participation

iii. Review Academic Constitution and Organizational Structure

Tiffany Huitt said that she has been involved with the Academic Senate since 2016, and each year we have tried to increase engagement. But there seems to be a level of frustration at involvement as a whole. For example, Dr. Weiss from UAB spoke at the full Senate meeting, and spoke about effective collaboration; how to structure committees to leverage communication with the university. Part of the mechanism to increase engagement is to review the constitution, and review the scope and role of the senate. Tiffany continued to say that when she reads the constitution, it is broad, much broader than where we are currently operating. She would love for there to be a review of the constitution. She also suggested that we also look at membership. For example, should all faculty be senators? Or should we redefine this? It may be beneficial to review the meetings and the process of the meetings.

Tiffany Huitt proposed that we consider forming a Task Force to review the Constitution and come up with proposals. Brad Martin agreed that a Task Force is a good idea. He thinks it will be critical to engage the Provost's office. He continued that clearly, the Provost and Academic Affairs does not rely on the Academic Senate. Brad Martin reflected that at prior universities, things didn't happen unless they went through the Academic Senate. This is not true here. Tiffany agreed with Brad. Tiffany said that she had communicated with Dr. Ward that she wants to discuss this with her, and that this is a goal. Brad Martin was asked to Chair the Task Force. Brendan Frett supported his appointment, and LeeAnn McMillan seconded it. No one opposed.

LeeAnn McMillan added that a main issue is to diplomatically engage the Faculty Affairs Office, so that the Academic Senate can have more of a role. LeeAnn recommended that the Constitution be e-mailed to all the Senate, so that all could read through it, and have a separate Zoom meeting just for this topic. Andrew James agreed that we need to have a plan and solution, and why this is a good solution – have that ready at the first meeting with Dr. Ward. He agreed with the prior senate members, that it is important to work through Faculty Affairs because the policy goes through them. Tiffany also thought and added that it is important to have candid conversation and get input from Dr. Ward on where she sees Academic Senate's role. Brad Martin agreed to have a strategy at the initial meeting. But it is equally important to engage the office, to discuss which "lanes" we should be in. Abdallah Hayar recommended to compare our constitution to other universities that have been more successful. This might help to identify the problem, that led to where we are at currently. Tiffany believes that our constitution reads similarly, but agreed this is a good idea.

b. Council participation in UA System BOT meetings

i. COVID 19 Special meeting, 6/17/20

ii. COVID 19 Special meeting, 7/15/20

Tiffany Huitt asked if there interest in ensuring someone attends the BOT meetings. Andrew James agrees that this is a good idea, and he would participate in the 7/15 meeting. Tiffany will have reminders on the upcoming BOT dates, and see if we can get a volunteer to attend each meeting.

c. Additional Topics

i. Research grants, incentives, and productivity

An agenda item was submitted by Leanne Lefler: discussion of how research is handled in terms of grants, incentives, productivity. Tiffany asked the College representatives to report the processes, if known. Andrew James said that he knows there is research incentive, but does not know specifics. LeeAnn said that in COM there is a basic science

research incentive, but not for the physicians. Tiffany said that there is a research incentive in her college. Grover Miller gave some details, and discussed that the COM was using an AAMC Table for pay that is 5 years old, but is supposed to be correcting this. He also stated that the COM incentive plans requires salary coverage up to 20% or face review for potential salary reduction depending on FTE allocation. Above 20% coverage, faculty member will receive 40% of the excess coverage back as an incentive. If funding and subsequent coverage lost below 20%, then the faculty member will receive a two year grace period to regain that minimal coverage. Brad Martin said that the College of Pharmacy has a favorable research incentive. Corey said that in College of Nursing that a bonus phases in above 10% of your salary, if bring in 20%, can get 10% bonus. If they take the bonus, then they give up their teaching buy out. COPH, above 30% of their salary, 10% of additional amount is their bonus.

The concern came from LeeAnn MacMillan, but she was not longer present in the meeting. Tiffany Huitt said she will ask LeeAnn if there are any issues that need to be addressed. Corey Nagel said he would expect differences between the colleges. He had not heard of any concerns.

Tiffany Huitt said that another question, that came up from Mary Burgess was the increase in insurance rates in July, with very little communication. Mary Burgess discussed that the reason given for the increase was the increase in healthcare costs in 2020, which is interesting because due to Covid 19 elective procedures, emergency room visits and routine healthcare have been reported as decreased. She also added that they removed Umbrella Coverage from the clinicians, and also changed the Disability coverage. Tiffany stated that she had forwarded the question to the HOD Fringe Benefits Committee, and will share any feedback received from them.

Additional comments:

Gunnar Boysen said that all the people in in COPH received their reappointment letter, and he was happy that these were sent prior to July 1. Tiffany Huitt said CHP received theirs in early June.

VI. Approval of Minutes

Tiffany Huitt said that Edgar Meyer is not participating in the meeting today, but the minutes had been approved, with the electronic approval method. She did not know the numbers who had voted.

**Correction to the record: Edgar Meyer did participate via phone but was experiencing technical difficulties and was unable to respond during the meeting.*

VII. Adjourn at 3:06 pm