

**Academic Senate Council Meeting Agenda & Minutes
June 30, 2021**

Attendance: Cherika Robertson, Edgar Meyer, Dana Moser, Andrew James, Lee Ann MacMillian-Crow, Wendy L Ward, Brad Martin, Jen Gan, Gunnar Boysen, Amber Teigen, Steve Post, Emily Sparkman, Corey Nagel, James Selig, Layla Simmons; Eric Rosenbaum

I. Call to Order-

The meeting was called to order by Edgar Meyer at 2:02pm

II. Report of Minutes- No Minutes to Report (Full Faculty Meeting recording online)

III. Updates and New Business (Meyer)

A. Meeting with the Provost

i. Discussed how to contribute to administration.

HelloFresh is an initiative that will be implemented through the 12th Street Clinic as a way of providing cost-efficient meals to patients and families \$6/meal or \$35/month. The kick-off event will be held on August 12, and the Provost needs help with promotion of the event. Meyer will touch base with Provost to get promotional materials.

ii. Competitive salaries movement for faculty and staff

Response was that in order to have more competitive salaries, we really need to grow the clinical enterprise – not currently at a level to be as competitive as other institutions. As applies to the 2029 Strategic Plan, the main focus is on the equity of other staff and ensuring equitable salaries and wages.

1. Hayar posed a question: Are there any statistics/analysis on how we compare to other institutions? Percentile? Answer – There may be colleges on campus that are already paying salaries at the 50th percentile.
2. Simmons mentioned that the 50th percentile was the goal as part of the 2029 Strategic Plan.

iii. Idea from SEED Program alumni projects – have projects spear headed by different alumni groups of past SEED cohorts. Projects would provide continuity and target Division of Diversity, Equity, and Inclusion initiatives.

iv. The need for a prayer space or multipurpose space (spiritual or wellness purposes) was brought to Edgar Meyer's attention.

1. Muslim faculty/students need permanent place for prayer without having to rearrange furniture.
 - a. Questions to be asked:
 - i. How many people need to be accommodated daily?
 - ii. Any existing space on campus that could accommodate?

B. Academic Senate-sponsored seminar series

- i. Faculty center will be having seminars and will allow Academic Senate to have a few seminar space/slots. We are looking forward to getting some possible dates for the Academic Senate to host seminar or workshop. Idea would be sponsor and choose topic. Wendy Ward commented that the date would be the 2nd and 3rd Wednesday/month or quarterly and the next available date would be after October. Ward suggested booking dates soon as it will get booked up. More information to come soon.

C. **Budget spending update (Aykin-Burns)** – in regard to fun gifts for new faculty members. Some money was used to pay for Survey Monkey subscription. Money left was used to purchase swag items. Total purchase = \$2,177.41. These items can be given to new faculty or used to promote the Academic Senate.

D. **Quarterly newsletter ideas**

The executive council members would like to do a quarterly newsletter rather than on a bi-weekly basis. Ideas would be to share special notes from within committees and from executive officers. Meyer would like to create QR codes for newsletters to be accessed easily from smart phones and have fliers with the QR codes posted at major entrances.

- Email any ideas to Edgar Meyer at ermeyer@uams.edu

Special News:

Edgar Meyer announced that he will be leaving in August 2021.

The Academic Senate will be accepting nominations now for a new President-elect. Plan to vote in July and announce the new President-Elect by next Academic Senate meeting.

Boysen asked, and it was clarified that Priya will assume the position of President as of August 6, and the plan would be to elect a new President-Elect to fill the President-Elect vacancy once she takes over as President on August 6.

IV. Committee Reports

A. **Research Committee (Gan)** – Jen Gan shared that they are working with the Faculty Affairs committee and have a meeting planned for next week to discuss the survey and review results while also planning to pick next year's initiative. They also plan to discuss a date for the Student Research Day, potentially for March 2022.

B. **Faculty Affairs Committee (Aykin-Burns)** – Major focus right now it to complete survey with Research committee and will focus next on faculty handbook for next year's project.

C. **Communications Committee (Hayar)** – Abdallah Hayar discussed his work in downloading other newsletters from other academic institutions to compare and help create our own. He plans to take notes and make summaries and send ideas to Meyer. He asked that Meyer contact him with additional ideas about the website and newsletter.

D. **Subcommittee for Constitutional Review (Martin)** – Brad Martin shared slides on the proposed constitutional revisions. He thanked other members for their work. He gave a brief background and summary of their work so far. He discussed their objectives and their meeting with Provost to gather input. In their series of meetings,

a linear approach was taken, revision was made to bylaws starting at the top and worked down. – nearly all decision were consensus.

i. Met with House of delegates June 2021 for approval to proposed revisions.

1. Proposal – **Change name to Academic Senate rather than Academic Senate Council.** This will allow for a shift towards an elected representative governance structure – all members voted in.

a. Rationale:

i. Same as other university structures

ii. An overwhelming proportion of governance occurred at the Academic Senate Council meetings and Not at the Academic Senate

iii. Attendance at council meetings has been modest

b. To accomplish this, make representation more proportional - Colleges with more than 100 faculty will have 3 (not 2) representatives; campus wide meeting once per year to report activities and solicit concerns.

2. Second major revision proposed would be a **change in function to no longer be in the business of governing the following, where according to constitution – we should be reviewing, setting, and approving: admission requirements, curriculum, degree requirements, setting the calendar, academic honors.**

a. Proposed function – recommend to Provost matters of primary concerns to faculty – research facilitation, education, faculty appointment, promotion, tenure, dismissal, and non-reappointment, also safety, security, fringe benefits, work schedules, work conditions, job evaluations, grievances, and appeals.

i. In keeping with the Rules and Regulations of the Board of Trustees, the Academic Senate Academic Senate Council shall, under the Board of Trustees, be the legislative body responsible for developing with the authority to develop or approve broad educational academic policies and programs on the campus at UAMS.

3. **Notable proposed changes:**

a. Senate attendance: persons missing >3 meetings in one year could be voted off. Hopefully help to increase attendance.

b. Reformulated the Nominations Committee into the Membership and Elections Committee

i. Prepares slate of nominees and responsible for preparing and counting ballots

c. Eliminate the Agenda Standing Committee

d. Made the Faculty Affairs committee a standing committee.

i. The Faculty Affairs Committee is concerned with matters that pertain primarily to the responsibilities,

rights, privileges, opportunities, and welfare of the faculty, collectively and as individuals. Topics in its area of responsibility include tenure, procedures for academic promotions, academic responsibilities, sabbaticals, dismissals, and standards of appointment.

ii. Shall be chaired by an elected member of senate

e. Modest proposals:

i. Changed reporting to Provost instead of President

ii. Did not restrict amendments to constitution to the Sep – May time frame

iii. Made changes to meetings and quorums to reflect the smaller representative nature of the revised “*Academic Senate*”

iv. Members of the Chancellor's Advisory Committee shall have voice but cannot vote

v. Modernized language to reflect the web-based era

ii. Next steps –

1. Needs to be part of agenda at two consecutive HOD Executive Committee and Academic Senate meetings.
2. Requires a 2/3rd vote of full HOD and Academic Senate.
3. Approval of UA BOT.

Comments/Feedback:

Phil Palade: commented and asked if the Academic Senate that is envisioned will have greater say for the faculty....Will faculty get a chance to approve things/statements that are being recommended or will what you say go?

Brad Martin: certainly the hope is that we can be more involved, and we are taking steps to get there. We hope to be in more of a position to do so. These are what we are supposed to be doing according to bylaws. May require a cultural shift from faculty.

Steve Post: clarifying original question – will faculty at large actually see recommendations before going to provost?

Brad Martin: no, no requirement to present to entire faculty.

Hayar: if 2/3rd need to vote to approve changes, how are you going to get this approved?

Boysen: commented that every faculty has opportunity to vote for senator and senator will speak for faculty, when you don't like, faculty will have opportunity to run next year.

Lee Ann MacMillian-Crow: this is the shift we have been wanting right?...Intent is to get all faculty more engaged with big decisions. Senate needs to spread the word and get colleges more involved/engaged.

Phil: commented that the power will be centralized a great deal more within the voted in members of the senate.

Steve Post: commented with more concentration there really is no power; we can make recommendations; problems in responding quickly in the past. Administration listens to bigger numbers rather than the recommendations of a few.

Brad Martin clarified the term president refers to president of UAMS, not the UA system.

Brad explained that this will be presented and will be open to amendments.

Steve - Question: Are there going to be or thought of requiring faculty to hold a position – such as requiring tenure.

Brad: no, trust the collective judgement of faculty.

Steve: Are college reps now voted on? Formalize process to be representative.

Brad: we did not change that process.

Hayar: Question – Only adding 1 representative from colleges of more than 100?

Brad: the committee discussed avoiding getting too complex and numbers getting too cumbersome. This was just a movement to be more representative.

Wendy: Are you including reps from Academic Affairs?

Brad: not sure, but happy to include a movement to include them.

Wendy: likely to grow and wants to ensure a representative voice.

Phil – Question: Faculty Affairs – chair must be one of the elected senators, can other members of the committee be regular faculty?

Brad: yes – only rationale was to get a reliable report from that committee.

Steve suggested: if you get push back – change the number of at large members assigned to a specific college.

Brad: expanded from 2-3.

Dana Moser asked how many other units on campus are not under a college?
Academic Affairs is the only known now.

V. College Officer Reports

- A. Graduate School (Boysen, Li) – Gunnar Boysen expressed the excitement of returning to full classes and in-person for fall 2021. Still unsure if we will be able to proceed due to Delta virus. Edgar welcomed Li as new college rep.
- B. College of Health Professions (Moser, Simmons) – Layla Simmons expressed similar plans to be back in class and 100% faculty back on campus. DMS has expanded to the NW campus with new students and new faculty. Edgar welcomed Layla as new rep.
- C. College of Medicine (Mendiratta, Turnage) – no update, no representative present
- D. College of Nursing (S. Jones, Nagle) – S. Jones – new appointment - nothing to report.
- E. College of Pharmacy (D. Jones, Martin) – Brad Martin – waist deep in accreditation report; having discussion about returning to work and in-person class.
- F. College of Public Health (Goudie, Selig) – James Selig – also going through accreditation and figuring out in-person class. Faculty leaving and new faculty appointment (Anthony Goudie).
- G. Academic Affairs (Blake) – no update, representative not present
- H. Associated Student Government (Representative) – Kiwana Norwood – COPH student, at their last April meeting – UAMS app and comm training – comm service at AR food pantry – Loblolly event with coupons – Fall 2021 discussion for events.

Hayar asked who was appointed and who was elected by vote?

CHP = vote/elections;

COP = vote/elections;

COPH = appointment;

Academic Affairs = appointment.

VI. Reminders and Announcements

- A. UA System BOT annual retreat, August 10-11, 2021, Winthrop Rockefeller Institute
- B. UA System BOT meeting, September 16-17, 2021, UA Fayetteville
- C. Ask@UAMS.edu

VII. Adjourn - Edgar asked for any additional comments or questions and to please add notes of gratitude.

Meeting Adjourned at 3:10pm