

UAMS Academic Senate Council
32 participants via Zoom

Academic Senate Council Meeting Agenda October 28, 2020

I. Call to Order- Huitt at 2:02 pm

II. Report of Minutes- Meyer reported approval of minutes

III. Guest Speaker

a. Dr. Wendy Nembhard, Faculty Retention

- a. Dr. Nembhard was introduced by Tiffany Huitt. She is chairing a committee on faculty retention, the ad hoc Faculty Retention Committee. She provided a history on how the committee was formed, and noted it has representatives from each college. The Faculty Retention Committee began in 2018. The committee completed research prior to performing their own surveys. A historical 2016 survey was reviewed, which showed 23% were planning to leave UAMS, and the number 1 reason for leaving was lack of recognition for their work. She showed the Top 10 reasons for leaving, and also showed the reasons for leaving by gender. The lack of recognition theme kept surfacing, and research by the committee was completed to better understand this, but had difficulty finding information already published on “lack of recognition.” In 2019, the Faculty Retention Committee formulated a survey, and those questions were administered as part of a bundle of 3 different surveys (Faculty retention, Faculty burn out, Wellness questions). A response rate of 35% was achieved (total 518), and response rates varied by colleges. This data showed 14% were planning to leave; however 18% did not answer. She showed the data by colleges and by rank. Dr. Nembhard showed dissatisfaction with recognition for clinical service and recognition for teaching. The number one reason for plans for leaving in 2019 was compensation, 2nd was lack of recognition (which was number 1 in 2016). The Faculty Retention Committee followed this survey with a 2020 survey of faculty who had left UAMS, the Former Faculty Survey (the other survey was of those still employed at UAMS). Letters were sent to 974 prior faculty, ultimately 154 responses were received. The top 3 reasons for leaving: Retirement, compensation and lack of opportunity for professional growth and development tied for 2nd, 3rd was lack of administrative support, 4th was lack of recognition or reward for their work. Dr. Nembhard showed responses to additional questions that did not show a significant reason for leaving. She also showed responses to questions including sexual harassment, gender equity, physical abuse, psychological abuse. The committee is in the process of analyzing the data, reviewing comments, and they plan to conduct focus groups. Ultimately, a report will be given to UAMS administration. At the completion of her presentation, questions from the group were invited and discussed.

IV. College Officer Reports

- a. Graduate School (Boysen): Held a meeting with the dean, COPH is moving to the Grad school; they do not anticipate “back to normal” until at least next summer.
- b. College of Health Professions (Robertson, Moser): Nothing to report
- c. College of Medicine (Mendiratta, Burgess): Nothing to report

- d. College of Nursing (Lefler, Nagle): They are updating APT criteria and evaluation procedures. They want to capture the UAMS strategic plan in how they are evaluating employees. They have a new Assoc Dean of Research, Dr. Judith Weber.
- e. College of Pharmacy (Frett, Martin): Met with the Dean, discussed the Bylaws changes; the parking and disability benefits changes. COP is going through self study with Accreditation Board this year. They have heard there is more pressure from UA System Board to have students in classrooms. Tiffany Huitt asked how faculty was being included in the Strategic Plan development. He said meetings are just getting started so did not have a clear answer.
- f. College of Public Health (Karim, Selig): Nothing to update

V. Committee Reports

- a. Research Committee (Prather): No update.
- b. Communications Committee (Hayar): No update
- c. Faculty Affairs Committee (Huitt): Call for volunteers was sent in the weekly e-mail. She encouraged members to e-mail her for anyone interested.
- d. Subcommittee for Constitutional Review (Martin): He is in the process of making edits of the constitution, and has plans for the subcommittee to meet when he is completed with this.
- e. Subcommittee for Policy Review (James): No update

VI. Updates and New Business

- a. Fall Full Senate Meeting (Huitt):
 - a. Is scheduled for Nov. 18, 4 pm. Speaker panel is Dr. Mette, Dr. Neill, Dr. Williams, Dr. Thapa. The topic: The impact of Covid on UAMS: How have we responded and where are we headed? How has it impacted the Strategic Vision?
 - b. Tiffany Huitt asked for questions to be submitted in advance to facilitate the meeting.
- b. Administrative Council update by Gunnar Boysen: Financial update, which is better now than in Spring, and meeting revised goals. The attire policy was discussed at the last meeting, and that they are concerned that employees are not paying attention to the attire policy.
- c. We will be participating in the Holiday gifts for the Head Start program this year, spearheaded by Andrew James. The drop off is the week of December 14. Tiffany Huitt asked if we could set up a Zoom session to see the gift delivery.
- d. 2021 HLC Accreditation Assurance (James and Huitt): There is a section that relates to faculty governance, and faculty input is implemented. They have written how the Academic Senate has accomplished this, and the document will be e-mailed to the Senate. Our responses are required by this Friday, October 30.

VII. Reminders and Announcements

- a. UA System BOT meeting, November 19-20, 2020, University of Arkansas, Fayetteville
- b. Ask@UAMS.edu

VIII. Adjourn 3:15 pm