

Name	Position	Present	Absent
Brad Martin, COP	President		Excused
Tiffany Huitt, COM	President Elect	x	
Priya Mendiratta, COM	Past President	x	
Summer Khairi, CHP	Secretary	x	
Clare Brown, CPH	Parliamentarian	x	
Elizabeth Riley, CON	Member at Large		x
David Ussery, COM	Member at Large	x	
Nukhet Aykin-Burns, COP	Member at Large		Excused
Layla Simmons, CHP	Representative	x	
Christopher Walter, CHP	Representative	x	
Lin-Xi Li, GS	Representative	x	
Melanie MacNicol	Representative	x	
Corey Nagel, CON	Representative	x	
Pamela Degravelles, CON	Representative	x	
Darin Jones, COP	Representative	x	
Laura Gressler, COP	Representative	x	
Stefani Gafford, AA	Representative	x	
Kay Strahan, AA	Representative	x	
Steve Cherney, COM	Representative	x	
Ronald Sanders, COM	Representative	x	
Ben Stronach, COM	Representative	x	
Anthony Goudie, CPH	Representative		x
Sean Young, CPH	Representative	x	
Hannah Hunt, ASG	Representative	x	

Guests: Audrey Bradley, Abdallah Hayar, Amber Teigen, Cherika Robertson, Wendy Ward, Emily Sparkman, Grover Miller, Gunnar Boysen, Jen Gan

Academic Senate Council Meeting Minutes
October 24, 2022
ZOOM

I. Welcome and Call to Order (Huitt)

The meeting was called to order by Dr. Huitt at 2:00pm.

II. Approval of September Meeting Minutes (Huitt)

The minutes were approved.

III. Presentation on Exit Survey Overview (February 2022-August 2022) by Audrey Bradley, Senior HR Director of Employee Relations.

- i. Process Overview
 1. Data Collected in July 2021-August 2022
 2. Data was collected via Email, SMS, Phone
 3. Survey confidentiality is maintained by only reporting data in aggregate with a confidentiality threshold of 3 responses.
- ii. High-Level Results
 1. Participation: 49%
 2. Overall Favorability: 56%
- iii. Discussion on Survey Categories
- iv. Discussion on Highest/Lowest Rated Items
- v. Discussion on Results by Tenure
- vi. Discussion on Results by Job Family
- vii. Discussion on Exit Factors
 1. Personal Reasons
 2. Compensation
 3. Growth Opportunities
 4. Expectations vs. Reality
 5. Communication
 6. Job Duties
 7. Workload
- viii. Recommended areas of focus
 1. Key evidence
 - a. Low scoring Items
 - i. Growth & Development
 - ii. Feeling Valued
 - iii. Communication
 - iv. Compensation
 - v. Senior Leadership
 - b. Exit Factors
 - i. Compensation
 - ii. Growth Opportunities
 - iii. Expectations vs Reality

- iv. Job Duties
 - v. Workload
 - c. Reasons for Leaving (Comments)
 - i. Compensation
 - ii. Culture & Environment
 - iii. Growth & Development
 - iv. Work/Life Schedule
- 2. Drivers of Turnover
 - a. Growth & Development
 - b. Compensation
- 3. Areas to Monitor
 - a. Culture & Environment
 - b. Staffing/Schedule/Workload
 - c. Communication
- ix. Discussion on Industry Comparison
- x. Recommendations
 - 1. Growth and Development
 - a. Ensure all job openings, training or cross-training opportunities are being promoted.
 - b. Consider implementing mandatory “career conversations” on a set cadence.
 - 2. Compensation
 - a. Check to ensure compensation is at market value.
 - b. Consistently communicate pay structure and benefits.
 - c. Compensation perceptions can sometimes be influenced by work-life balance, supervisors, or feeling valued.

IV. Updates and New Business (Huitt)

- a. Consideration of Senate Involvement in Campus Committee Assignments
 - i. Request that the Senate be able to name persons to the following committees:
 - 1. Academic Policy Committee
 - a. The Academic Policy Committee formulates policies to provide guidance on relevant issues related to education programs and processes, student affairs, faculty issues and other academic and administrative issues.
 - b. The committee reviews and recommends proposed policies for approval by the Council of Deans. There are representatives from the colleges, Graduate School, and select Academic Affairs departments.
 - c. Feedback: Consider increasing communication between college representatives and associate deans within the different colleges instead of having a seat.

2. Intercollegiate Faculty Committee
 - a. Assistant or Associate Deans in charge of faculty affairs for each of the colleges serve on this committee.
 - b. Focus on faculty development and faculty affairs.
 - c. Meet once a month and Wendy Ward is the Chair.
 - d. Feedback: Need a seat.
 3. OSPAN Advisory Board
 - a. The OSPAN Governance Advisory Board (OSPAN GAB) shall provide guidance, recommendations, and support to help ensure the administrative services provided by the Office of Sponsored Programs Administrative Network (OSPAN) meets the needs of the university, faculty, colleges, departments, and divisions across the UAMS.
 - b. Feedback: Need a seat.
 4. Space Committee
 - a. Feedback: Need a seat.
- ii. Get Reports from:
1. Deans Advisory Council
 2. Institutional Assessment and Effectiveness
 3. Academic Affairs Advisory Committee
- iii. Need a committee to draft a resolution to provide it to the Chancellor and Provost.
1. Motion to move forward in drafting a resolution that the Senate would review it, discuss, approve than send it to the Provost and Chancellor for consideration of adding the seats.
 - a. Form a sub-committee to draft the resolution.
 - i. Abdallah Hayar and Ron Sanders – Leaders of the sub-committee to draft a resolution.
 1. Add one representative from each college.
- b. Provost Meeting Updates
- i. Center for Faculty Excellence: New Faculty Onboarding Program
 - ii. Cell Phone Policy discussion
 1. Department Chairs will determine who needs the cell phone or not.
 2. Eliminating unused office phones will be investigated.
 - iii. Group on UA system benefits review
 1. There will be a group formed to discuss surplus hours. Develop a UA System policy on how those will be handled so there is consistency.
 - iv. UAMS budget request areas
 1. Budget Planning cycle will begin this week. UAMS has requested 2% salary increase across the board and \$15 million for Research and Education.

V. Committee Reports

- a. Research Committee (Gan)
 - i. Working on Student Research Day- March 7th
- b. Faculty Affairs Committee (Aykin-Burns)
 - i. Working on Parental Policy and Handbook.
- c. Communications Committee (Hayar)
 - i. Fix photos on website.

VI. College Officer Reports

- a. Graduate School (Macnicol, Li)
 - i. No Update
- b. College of Health Professions (Walter, Simmons)
 - i. Developing a Holistic Admission Process
- c. College of Medicine (Cherney, Sanders, Stronach)
 - i. Will discuss Shared Governance with the Dean
- d. College of Nursing (Degrauelles, Nagle)
 - i. No Update
- e. College of Pharmacy (D Jones, Gressler)
 - i. College meetings are quarterly.
- f. College of Public Health (Goudie, Young)
 - i. No Updates
- g. Academic Affairs (Gafford, Strahan)
 - i. No Updates
- h. Associated Student Government (Hunt)
 - i. No Updates

VII. Announcements

- a. Combining November and December Senate Meeting
 - i. Tentative: December 5th at 2pm
- b. Speaker Bank
 - i. Center for Faculty Excellence developing list of speakers and topics
 - ii. Consider submitting suggestions

VIII. Adjourn at 3:15pm