

## Academic Senate Council

June 27, 2017

Minutes

**Present:** Hendrickson, Huitt, Lefler, McCain, MacMillan-Crow, Matthews, Post, Rosenbaum, Smith-Olinde

**Absent:** Bercher, Boyle, Compadre, Ferguson, James, Phelps, Post, Voth, Wei, Whited

**Guests:** Gardner, Hayar, Mahadevan, Willett

Called to order at 3:00 pm

1. Additions to agenda? None
2. Review/Approval past minutes
  - a. 2-27-17 and 5-16-17 approved on voice vote, with corrections as indicated
3. Promotion & Tenure Policy revision at system level #405.1
  - a. Leanne rec'd about 10 forwarded emails on COM P&T item revision, i.e., that salaries may be reduced based on performance
    - i. the Senate leadership group met and discussed; our major concerns are having something to do with salary inserted into a P&T document and that this insertion was to conform with a revised system policy not yet available (the System office is revising 405.1, but the revised version is not out)
    - ii. The Senate wrote a letter to the Provost Gardner, Associate Provost Shorey, and Dean Mosely with our concerns; the decision was to remove that statement and go ahead with other changes, so there were no additional meetings, etc.
  - b. Academic Senate has offered to review/assist
    - i. The concept of linking performance and salary adjustments is not gone and it is something faculty need to talk about
    - ii. Comment: we need a campus-wide policy on how salaries might be adjusted up or down, \$600K surgeon example; big hit and we understand that concern, but with admin should be able to write that policy
  - c. If we say P&T not tied to salary, we need a separate policy
    - i. Question: are there differences among colleges? What is the impetus for such a policy? A: no policy in any college
    - ii. Provost: attorneys from each college/university are involved in System revisions to policies; her understanding on this change to 405.1 is to bring clarity to passages that have caused confusion; UAMS seconded our Senate's request to see System changes before implementation
  - d. Senate should be proactive and come up with a policy across colleges; need due process and "paper trail" to support salary adjustments
    - i. CON representative: if a CON faculty loses a grant, they are back-filled with teaching; having a blanket policy is concerning because situations in some colleges really will not apply in others;
    - ii. Comment: the policy could be written in a generic-enough way with faculty input; perhaps each college should write one

- e. Motion by Post: "The Academic Senate Council will convene an ad hoc committee to develop a policy on adjusting faculty salaries."  
Second-Hendrickson, additional discussion  
Passed on hand vote
- f. Ad Hoc Committee composition to be determined through email
- 4. Yes to participate in August at Resource Fair for New Faculty
- 5. A link to the Senate webpage was on and then off the Faculty Center page; Gardner will check with that office about the link

Post, motion to adjourn, second from Mac-Crow

Meeting adjourned at 3:58 pm