

01-21-2015

Academic Senate Council Meeting

Minutes

Attending: Breen, Ferguson, Patterson, Benes, Gaddy, Suva, Enderlin, Smith-Olinde, MacMillan-Crow, Post, Bercher, Neal-Rice, Boysen, Compadre, Miller, Bard, Mahadeven, Hendrickson, Renard, Rosenbaum

Absent:

1. The minutes from the called November 14, 2014 Council Meeting with the Chancellor and Provost were approved as presented.
2. Reports from Academic Senate Committees
 - Research—Lee Ann McMillan-Crow
 - The committee is conducting a survey of researchers at UAMS who interact with the IACUC committee.
 - **Interim results were reported;** questions regarding the processes and procedures, as well as suggestions for improvement were obtained with a 50/95 response rate (52.6%).
 - The Research Committee will host a town hall meeting of researchers and IACUC members and staffers to identify areas to work on, followed by a retreat
 - Hendrickson commented that the IACUC process may be placed in the “Tracks” software system, replacing the current all-paper system
 - Post commented that nationally:
 - 47% of administration time of faculty with grant funding is spent on IRB/IACUC issues
 - Talk of centralizing the IACUC/IRB process, such that researchers would have to obtain approval from institution and this new body
 - NIH has stated that approval forms have not been changed for 15 years; by February of 2016 it is likely there will be all new forms
 - Communications—Grover Miller
 - The faculty blog is up and active, having been postponed until January 2015; the Communications committee has a February rollout planned
 - Consulting with Jon Parham from Communications about blog
 - The committee has lined up blog authors for the first six months, with the topics identified from the faculty survey
 - Howard Hendrickson will pen the first post
 - All individuals labeled as “faculty” in the UAMS database will have access to this blog
 - The blog will be monitored and have editors; to post a blog one will have to acknowledge seeing and agreeing to the rules posted for the blog
 - Faculty Affairs – Cesar Compadre (see 4.a. below)
3. Old Business – None

4. New Business Items called to the Council's attention

- New Tenure/Part time status policy—a proposed policy at UAMS that would allow faculty to request part-time status and retain tenure was forwarded to the Council by Provost Heard for comment.
 - Council members are in favor of this concept
 - Various aspects of the policy as presented elicited concern, in particular the following: “Tenure does not guarantee a specific job description, a specific salary, or specific employee benefits.”
 - Post moved and was seconded to remove this sentence completely; motion passed.
 - Council members engaged in a spirited discussion with the following decided:
 - Comments sent by email prior to this meeting, as well as additional comments Council members may have, will be gathered by Renard, Compadre and Gaddy, by Monday, January 26, 2015. The revised version will be returned to the Provost.
 - [Follow-up: Hendrickson shared the revision with the Council on Wed., January 28, 2015 with a request to approve or disapprove this revision for submission. The revision (See Attachment A) was approved.]
- Faculty Development Center (FDC)—Howard Hendrickson reported on the 1-20-15 meeting of the FDC task force
 - The Center is being created to centralize and make available common resources for all faculty across campus, e.g., hiring, mentoring, tenure and promotion, greater ‘standardization’ of chairs’ jobs; Council members are in favor of this concept
 - One possible structure for the Center is a new Associate Provost position to be housed in the Division of Academic Affairs
 - A lively discussion ensued among attendees regarding the need for and efficacy of this model. Hendrickson stated that the final decision on structure has not been made.
 - Hendrickson requested Council members to look at other schools similar to UAMS to see the structure of this entity on their campus, mentioning Univ. of Tennessee Health Sciences Center by name.
- Set time for Council meeting—a poll will be sent to Council members next week

5. The meeting was adjourned at 5:18 p.m.

Respectively submitted by Laura Smith-Olinde

Attachment A

POLICY OF THE UNIVERSITY OF ARKANSAS FOR MEDICAL SCIENCES DIVISION OF ACADEMIC AFFAIRS

Subject: Tenure Status and Part-time Appointments for Tenured Faculty Members

Number: we will fill in

Date Approved:

Last Review/Revision: N/A

Purpose

The purpose of this policy is to articulate the tenure status of a UAMS faculty member who has been awarded tenure by the University of Arkansas and who subsequently requests to work on a part-time basis for UAMS.

Scope

This policy applies to all tenured faculty members of the University of Arkansas for Medical Sciences who hold appointments on tenure-eligible academic pathways.

Definitions

Tenured Faculty Members

Tenured faculty members are UAMS employees who hold the academic ranks of Assistant Professor, Associate Professor, Professor, Distinguished Professor, or University Professor with appointments on tenure-eligible academic pathways who have been awarded tenure by the President of the University of Arkansas.

Tenure

Tenure is the right to continuous appointment, subject to University of Arkansas Board Policy 405.1. The granting of tenure by the University President is a high honor bestowed upon faculty members who have displayed substantive and continuous contributions that advance the mission of their College and the University. In accordance with the UA Board Policy, only full-time faculty members appointed on tenure-eligible pathways with the ranks of Assistant Professor, Associate Professor, Professor, Distinguished Professor, and University Professor may be awarded tenure. The granting of tenure implies that the individual has completed successfully his or her probationary period and has become a permanent member of the University community.

~~Tenure does not guarantee a specific job description, a specific salary, or specific employee benefits.~~

Full-Time Employment

Full-time employment is constituted by working for UAMS a minimum of forty (40) hours per week.

Part-Time Employment

Part-time employment is constituted by working for UAMS fewer than forty (40) hours per week.

Policy

A full-time faculty member who has been awarded tenure and who subsequently elects to work on a part-time basis for UAMS may do so only with the written approval of the individual's ~~respective department chair and~~ dean. Such an individual's tenure status is unaffected by the approved reduction in work time and effort.

The tenure status of faculty members who have previously voluntarily relinquished tenure at the time of approval of part-time employment status is not affected by this policy.

Procedures

Part-time employment may be an appropriate choice for some tenured faculty members. The availability of part-time employment at UAMS ~~is at the discretion of a department chair and respective dean,~~ depends upon the needs of the UAMS College.

Should a tenured, full-time faculty member elect to request part-time employment at UAMS, a written request must be submitted to the individual's ~~department chair reporting authority~~ explaining the rationale for the request, the anticipated part-time UAMS job description, and the specific percentage of employment being requested.

~~The individual's reporting authority may vary depending on the individual's College, and may be the division head, department chair, or associate dean.~~

Should the individual intend to work on a part-time basis for himself/herself or for another organization or institution, the nature of the work and the other part-time employer(s) must also be specified at the time of the request. If part-time employment for another employer is undertaken at a future date, the name of the other employer(s) and the nature of the anticipated work must be disclosed to the ~~reporting authority department chair~~ and dean at that time.

Should a tenured faculty member who works for UAMS on a part-time basis pursue part-time employment elsewhere and fail to disclose the employment to his or her ~~reporting authority department chair~~ and dean, the faculty member may be subject to disciplinary actions up to and including termination of employment if a conflict of commitment to UAMS is determined to exist.

The ~~reporting authority department chair~~ shall consider the request and approve or deny the request based on the needs of the ~~College department,~~ and shall share this information with the faculty member. ~~A decision by the chair to deny the request for part-time work is final. The reporting authority chair approves the request, the chair~~ shall make a written request for the time and effort change to the dean for approval. A negative recommendation from the reporting authority may be appealed to the dean. The individual, the ~~reporting authority, department chair~~ and the dean share the responsibility to assure that part-time employment for another entity or organization does not create a conflict of commitment to UAMS. The decision of the dean to approve or deny the request for part-time employment is final.

~~A tenured faculty member with approval to work on a part-time basis in a UAMS technology transfer effort, for example through a UAMS Bioventures company, would have the option to return to full-time status anytime during the first three years by informing his/her reporting authority and dean.~~

Should a tenured faculty member who has been approved to work on a part-time basis wish to return to full-time status, he/she must follow the same procedure as noted above, that is, provide a written request and obtain approval by both his/her ~~reporting authority and dean.~~

Employee benefits provided by UAMS are managed by the UAMS Office of Human Resources. A faculty member considering a request for part-time work status should consult the UAMS Office of Human Resources to understand the impact of part-time employment on their employee benefits. Faculty members employed by UAMS on a part-time basis are eligible for specific benefits as long as their UAMS employment is 50% or greater. Each faculty member should clarify with their department and college administrators as to whether their specific faculty appointment makes him/her eligible for additional benefits (e.g., support of parking on campus, educational funds).

References

University of Arkansas Board Policy 405.1: Appointments, Promotion, Tenure, Non-Reappointment, and Dismissal of Faculty