

Spring Academic Senate meeting
03/29/16

Called to order at 2:04 PM

Members Attending: Helen Beneš, Danny Bercher, Tom Blevins, Karl Boehme, Steve Boone, Philip Breen, Cathrin Carithers, Perry Chowdhry, Cesar Compadre, William Culp, Dwight Davis, Stanley Ellis, Alesia Ferguson, E. Kim Fifer, Reza Hakkak, Drayton Hammond, Jan Hart, Abdallah Hayar, Howard Hendrickson, Seongkum Heo, Jill Johnson, Sara Jones, Shannon Kalkwarf, Saleema Karim, Tom Kelly, Leanne Lefler, Lee Ann MacMillan-Crow, Mahendran Mahadevan, Laura Mayfield, Keith McCain, Rachael McCaleb, Grover P. Miller, Roy Moreno, Grazyna Nowak, Michael Owens, Becky Patterson, Rosalind Penney, Steven Post, Paul Prather, James Selig, Kristen Sterba, Jan Shorey, Laura Smith-Olinde, Daniel Spadaro, Dan Voth, Jasna Vuk, Jerry Ware, Teresa Whited, Jonathan Wolfe

Guests: Elizabeth Bard, Brian Bolter, Jeffery DeSantis, Stephanie Gardner, Benjamin Jackson, Phelicia Stearman

1. Approval of Fall 2015 Minutes: Motion to accept by Tom Kelly, seconded by Leanne Lefler; passed on voice vote

2. Alesia Ferguson , UAMS Academic Senate President (See Appendix A for slides)
 - Thanked previous chairs of the Academic Senate
 - Presented the mission of the Academic Senate
 - Cited areas that the Senate has been working on but that still may need improvement; these issues were identified in the 2013 Faculty Survey, which may need to be re-done
 - How to better communicate important things to faculty?
 - Faculty Blog has been a failure
 - Communication between Academic Senate College Representatives & Deans needs to continue and improve
 - Routine meetings with the Provost have been established; Dr. Gardner has been quite responsive to requests from the Senate
 - Senate activities over the last year were presented

3. Jan Shorey, M.D., Associate Provost for Faculty; “Future of UAMS Child Development Center”
 - A previous incarnation closed in the late 1990’s because of problems with the venue
 - The drive to re-open has been in progress for 10 years
 - Funding needed to re-open is \$5 million; currently we have \$1.1 million, so still need \$3.9 million
 - The facility will not close for inclement weather & will accept children from the surrounding community
 - The exclusive contract with Coca Cola should yield \$1.1-1.2M over 7 years
 - Dr. Rahn believes we need this and dedicated those Coca Cola funds to the effort
 - Stewart Clark, with an MBA and a recently earned doctorate in Public Health, worked with William Bowes, Vice Chancellor, Finance & Chief Financial Officer, to develop a stellar business plan
 - \$265,000 annual deficit is the worst case scenario; however, even that will be offset by a \$310,000 savings in salary with UAMS employees not missing work they currently do
 - Therefore, there is a break even budget

- Jeff Reisinger, Head of Human Resources, is on board; he has started child care centers at a large plant facility in Louisiana & the federal Securities and Exchange Commission
 - Mr. Reisinger & Robin Dreisigacker, Associate Dean for Administration in COM, co-chair the operations committee, which will begin working this year
 - The intended census is 200 children
 - Programming example is to have a “Lunch-n-Learn” with parents, put on by the NICU staff at UAMS
 - Drs. Gardner & Townsend are the Chancellor’s cabinet “champions” for the Center
 - Phase 1a: Seminar leaders Grant Co-Chair
 - Phase 1b: COM because there are FGP matching funds (dollar for dollar) for any donations made until 6/30/16
 - Phase 2: community donors who understand project
 - Dr. Shorey spoke with 3 last summer, all of whom said yes, they can imagine donating to this
 - Phase 3: all of UAMS to reach goal
 - Gifts anticipated could be \$1000 to \$5 to \$25,000
 - Business plan – set fee for 40 hours/week; additional times earlier and later than “normal work hours” would be available for premium
4. Vote on UAMS Assembly Constitutional changes; quorum present for vote, as required (see Appendix B)
- Moved by Academic Senate Council, no second needed
 - No questions or discussion
 - The Constitution, as presented with amendments, passed on a show of hands
 - The revised document will be sent to the Chancellor’s office; he has 2 weeks to respond, or not. The revised policy is then presented to the University of Arkansas System Board of Trustees meeting for a final approval vote in May.
5. Brain Bolter, Ph.D., Associate Professor, President, UCA Faculty Senate; “Faculty Governance”
- American Council on Education & The Association of Governing Boards for Universities and Colleges support all his statements, which are important for faculty recruitment & retention
 - There are three areas most relevant for faculty
 - Shared Governance
 - Academic freedom – ability to perform research in the area(s) of the faculty members’ interest
 - Salaries
 - Dr. Bolter reported speaking with eight UAMS faculty about salary issues
 - Situation here [at UAMS, a health care entity] causes much pressure in many ways; the administration will likely be faced with hard choices next few years, but should consider including faculty in those decisions from the beginning
 - He commented that faculty have the most power when they speak with a single voice
 - Final decisions are left to the UAMS administration & U of A System board, but faculty input on the front end can make difference
 - UCA has a salary committee with representatives from each collage and the administration
 - This committee began seven years ago by putting together a statistical design for equity issues for salaries across campus
 - Over the last three years this committee has been influential in the salary discussion

- UCA has 80 committees, not all with equal importance; for example, there is a Recycling Committee, but also a Grievance Committee. Last week the Grievance Committee released a tenured faculty member; courts look favorably at institutions with procedures in place [for issues such as those]
- Faculty have primary responsibility for
 - Curriculum
 - Rank
 - Hiring
 - Promotion
 - Tenure

Note: with regard to Promotion, there must be a compelling reason(s) for the administration to overhaul the process, along with a detailed explanation as to why the change is needed

- The process of including faculty from the beginning is slower than if the administration works unilaterally, but a faculty-inclusive process works to everyone's advantage
- Instituting active shared governance would be a cultural change for UAMS; Dr. Bolter said that events make UAMS ripe for this change, as he has seen a desire of faculty and administration to work together
- As an example, he cited the fact that in previous years UCA was put under an AAUP censure, after which faculty giving to UCA fell to 0%; with shared governance in place now, faculty giving has risen to 75%
- In response to a question to comment on tenure: Tenure is a property right with a stated salary; the administration cannot cut salaries [of tenured faculty] unless
 1. Financial exigency is declared
 2. A faculty member's contract states , e.g., that 30% of salary must be generated from grants, and that goal was not met
- The UCA Senate President meets with the UCA President once/month and with the Provost once/month
- **Transparency of Process is Paramount**
- Salary decisions should be made by those closest to faculty, i.e., Chairs
- On many campuses, faculty raises probably have to have tuition increase
- Dr. Bolter suggested UAMS review the new UCA handbook
 - It is a single handbook for the entire campus which has been welcomed as a model for other universities; several have adopted its structure already
 - Choose a few (3-4?) priorities next year and focus on those to work with the Administration
 - Faculty and the Administration all want the same outcomes: better teaching and better student outcomes

The meeting was adjourned at 3:27 PM