

Academic Senate Meeting Minutes
April 24, 2023
ZOOM

I. Welcome and Call to Order (Martin)

II. Approval of February April Minutes (Martin)

The minutes were approved.

III. Updates and New Business (Martin and others)

- a. Action Item: Approval of ballot from the membership and elections committee (ballot report below)
 - i. Introductions of each person on the ballot.
 - ii. Local College Elections
 1. College of Pharmacy – running own election to replace seats held by Darin Jones and Laura Gressler
 - a. Elections on May 4, 2023
 2. College of Nursing – running own election to replace seat held by Corey Nagel
 - a. Elections on April 24, 2023
 3. College of Health Professions- running own election to replace seat held by Layla Simmons
 - a. Elected Oleg Karaduta– Assistant Professor in the Physician Assistant Program
 4. College of Medicine- no open seats
 5. Academic Affairs- no open seats
 6. Graduate School – running own election to replace Lin-Xi Li
 - a. Elected Dr. Isabelle Racine Miousse
 - iii. Vote to Approve the Ballot
 1. Yay- Tiffany Huitt, Laura Gressler, Nukhet Aykin-Burns, Pam Degravelles, Chris Walter, Ben Stronach, Kay Strahan, Ron Sanders Jr, Brad Martin, David Ussery, Elizabeth Riley, Lin-Xi Li, Priya Mendiratta, Stefani Gafford
 2. No- 0
- b. Report of the UAMS committee on faculty retention – Wendy Nembhard
 - i. A university-wide, ad hoc committee on faculty retention was formed in Fall 2018 with representatives from each college and Academic Affairs: Graduate School, Health Professions, Medicine, Nursing, Pharmacy, and Public Health.
 - ii. Overview of the process
 1. Review of literature
 - a. Peer-reviewed publications
 - b. Publicly available faculty retention surveys
 2. Quantitative Component

- a. Analysis of existing surveys:
 - i. 2016 AAMC Diversity Engagement Survey
 - ii. 2018 UAMS Employee Engagement Survey
 - b. Developed, administered, and analyzed new surveys:
 - i. 2019 UAMS Current Faculty Retention Survey
 - ii. 2020 UAMS Former Faculty Retention Survey
 - 3. Qualitative Component
 - a. In-depth Interviews
 - i. 2019 interviews with Department Chairs, Section Chiefs, Division Directors, etc.
 - b. Focus Groups
 - i. 2021 UAMS Faculty Focus Groups
- iii. Results from 2016 AAMC Diversity Engagement Survey
 - 1. 28% of Faculty said they would leave in 3 years.
 - 2. Reasons for leaving UAMS.
 - a. Lack of recognition
 - b. Opportunities for professional growth
 - c. Salary
 - d. Too few clinical and administrative support staff
- iv. Results from 2019 UAMS Faculty Retention Survey
 - 1. 20% but up to 38% might be planning to leave UAMS in the next 3 years.
 - 2. Least satisfaction colleges- College of Pharmacy and College of Public Health
 - 3. Top reasons of dissatisfaction: Salary, lack of recognition, excessive clinical workload, lack of opportunity for professional growth
 - 4. Top Reasons to stay at UAMS: Relationship with Colleagues and/or management, benefits of UAMS, Compensation at UAMS, Opportunities for professional growth.
- v. Results from 2020 UAMS Former Faculty Survey
 - 1. 146 responded.
 - 2. Reason why they left: Compensation, lack of opportunity for professional growth and advancement, lack of administrative support, lack of recognition.
- vi. Top 5 reasons for leaving UAMS 2016, 2019 and 2020
 - 1. Salary/compensation
 - 2. Lack of opportunity for professional growth and advancement
 - 3. Lack of feeling valued, recognition and/or reward from my work.
 - 4. Lack of clinical and administrative support staff
 - 5. Lack of effective policies/balance between work and personal life
 - 6. Inappropriate clinical load
- vii. Top 5 reasons for staying at UAMS 2016, 2019 and 2020
 - 1. Salary/compensation
 - 2. Relationship with colleagues

3. Employment benefits
 4. Opportunities for professional growth and development
 5. Family stability /other family reasons
- viii. Overview of Recommendations: CFE Has Started
1. Tracking attrition data for all colleges and reason for leaving since 2019.
 2. Created a well-being task force in coordination with the Chief Wellness Officer, the Director of Faculty Wellness, and others to discuss policy and system-level changes that can impact faculty wellness to complement individual and team level efforts.
 3. Created a mentoring program for all faculty to complement existing programs and offers mentor training.
 4. Offers mentoring training in a workshop format as part of the Faculty Excellence Seminar Series.
 5. Quarterly Policy Update Newsletter to highlight changes in an policy relevant to faculty.
 6. Assist Senate with the completion of the online faculty handbook and will include links to policies for faculty.
 7. Created a professional development fund for faculty with grant dollars (DRI)
 8. New Chancellor Awards of Excellence providing recognition in front of peers by the Chancellor and \$5,000.
 9. Academic Leadership Circle and the Executive Health Leadership Institute for leadership skill development
 10. "How to Create a Culture of Wellness for Leaders" workshop is available quarterly.
 11. Coordinate all these efforts with the Intercollegiate Faculty Affairs Council
- ix. Overview of Recommendations: CFE Future
1. Run data on URM faculty attrition after a demographic drive.
 2. Create a website that links to all mentoring programs available including the CFE program, college programs, WFDC, TRI and others.
 3. Support a livestreamed and recorded presentation with Q/A with HR Faculty and Employee Relations team to clarify processes for investigating professionalism issues, share de-identified outcomes, and address fears of retaliation.
 4. Coordinate all these efforts with the Intercollegiate Faculty Affairs Council.
- x. Overview of Recommendations: Colleges
1. Continue faculty salary adjustments and compensation plan where appropriate with increased transparency.
 2. Review P&T guidelines and update as needed. Send a faculty survey regarding their perception of the P&T document.
 3. Sabbatical request and approval process transparency.

4. Encourage deans to provide professional development, mentorship, and/or executive coaching for all new leaders.
5. Create an efficient process for supervisors responding to faculty members who received an offer elsewhere.
6. Departments and units should be more proactive in involving faculty in the hiring process for support staff.
7. Consider incentives for high teaching productivity and/or quality.
- xi. Overview of Recommendations: Colleges of Medicine and Nursing
 1. Time allocation to conduct research, mentoring and/or teaching.
 - a. While this issue likely varies by department and/or division, this issue is a recurring theme.
 - b. Emphasis on clinical productivity may undermine the stated importance of engaging on research and teaching activities.
 - c. Review the workload of clinical faculty at the college, unit, and service line level to ensure that clinical faculty have a reasonable workload.
- xii. Overview of Recommendations: U of A System
 - a. Maternity/Paternity Leave Policy
 - b. Employee Tuition Reimbursement policy
 - i. Explore the feasibility of reinstating tuition reimbursement for graduate courses.
- xiii. Other Recommendations
 1. Sick childcare in the daycare
 2. The Provost could explore funds for green space expansion with the senior leadership.
 3. HR processes are inefficient and frustrating.
 4. Hire additional staff in OSPAN and provide more comprehensive training for staff. Faculty need better grants/research administrative support than OSPAN is providing.
 5. Provide feedback regarding the search features limitation in the current Compass360 and investigate options.
 6. Please note that faculty policies are in 4 different places: BOT policies, U of A system policies, UAMS 360Compass, and departments (ICE also has its own policies).

IV. Provost Updates

- a. No Report
- b. Scheduled to meet next on May 15.

V. Committee Reports

- a. Research Committee (Gan)
 - i. No Update
- b. Faculty Affairs Committee (Aykin-Burns)
 - i. No Update
- c. Communications Committee (Hayar)

- i. No Update
- d. Administrative Council (Hayar)
 - i. Discussion on Budget
 - ii. Discussion on the U of Phoenix Deal
- e. Membership and Elections Committee (Aykin-Burns)
 - i. No Update
- f. Academic Policy Committee (Ussery)
 - i. No Update
- g. Intercollegiate Faculty Committee (Khairi)
 - i. No Update
- h. Space Committee (De Gravelles)
 - i. Multiple office space in CON is going to be given to researchers for COPH.

VI. College Officer Reports

- a. Graduate School (Macnicol, Li)
 - i. Graduation participation
- b. College of Health Professions (Walter, Simmons)
 - i. No Update
- c. College of Medicine (Cherney, Sanders, Stronach)
 - i. No Updates
- d. College of Nursing (Degrauelles, Nagle)
 - i. Graduating first cohort in the Nurse Anesthesia program and the accelerated BS program
 - ii. Limited number of faculty in the Nurse Anesthesia program so it is limiting the number of admissions.
 - iii. Search for faculty in the Nurse Anesthesia program and endowed chair in Oncology, etc.
- e. College of Pharmacy (D Jones, Gressler)
 - i. No Updates
- f. College of Public Health (Goudie)
 - i. No Updates
- g. Academic Affairs (Gafford, Strahan)
 - i. No Updates
- h. Associated Student Government (Hunt)
 - i. No Updates

VII. Announcements

- a. Next Senate Meeting: May 22, 2023 Face to Face and Virtual with light refreshments.
- b. May 10th Seminar will about parental leave.

VIII. Budget

- a. Current Balance Available for '22 – '23: \$1,659

IX. Adjourn at 3:00pm.

College Level Ballots

College of Public Health

- Alex Marshall, PhD
- Katy Allison, PhD, CHES

University wide Ballots

President-Elect

- Ron Sanders, MD, MS
- Pamela deGravelles, PhD, RN

Secretary

- Summer Khari, MBA

Parliamentarian

- Gunnar Boysen, PhD
- Clare Brown, PhD

Member-at-Large

- Mara Wood, PhD
- Elizabeth Riley, DNP, APRN