

Name	Position	Present	Absent
Brad Martin, COP	President	X	
Tiffany Huitt, COM	President Elect	X	
Priya Mendiratta, COM	Past President	X	
Summer Khairi, CHP	Secretary		Excused
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	X	
Layla Simmons, CHP	Representative	X	
Christopher Walter, CHP	Representative		X
Lin-Xi Li, GS	Representative	X	
Melanie MacNicol, GS	Representative	X	
Corey Nagel, CON	Representative	X	
Pamela Degravelles, CON	Representative		Excused
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	
Vacant, CPH	Representative		
Hannah Hunt, ASG	Representative		X

Guests: 54 faculty guests in attendance online via Zoom.

Carolyn Greene, Gwen Childs, Tamara Perry, Abdallah Hayar, Akilah Jefferson, Alex Vandiver, Alex Wadley, Allen Sherman, Amy Scurlock, Cari Bogulski, Steve Bowman, Emily Hallgren, Emily Sparkman, Frank Simmen, Tarun Garg, Hillary Mayberry, Isabelle Miousse, Jen Gan, Jerry Ware, Kari Weber, Kerry Evans, Mara Woods, Michele Fox, Noelle Danylchuk, Pete DelNero, Roy Morello, Ruud Dings, Samantha Lawson, Se-Ran Jun, Tim South, Stephanie Byrum, Susan Steelman, Thao Vu, Thomas Cunningham, Tony Seupaul, Viktoras Palys, Wendy Ward

Academic Senate Meeting Minutes
May 22, 2023
G219 and ZOOM (Hybrid Format)

I. Welcome and Call to Order (Martin)

The meeting was called to order by Dr. Martin at 2:02pm.

II. Approval of February Meeting Minutes (Martin)

The minutes were approved.

III. Updates and New Business (Martin and others)

- a. Action Item: Resolution on Parental Leave – Distributed as part of Agenda
 - i. Passed by the Faculty Affairs committee on May 12, 2023
 1. Exact language included as part of agenda.
 2. <https://academicssenate.uams.edu>
 3. Several people stated that this resolution is very important to the mission and vision of the organization.
 4. Discussion:
 - a. Regarding this resolution type, has there ever been brought forth before – as far as current senate leadership know, there has not been a resolution of this type.
 - b. Reasoning behind the effective dates of 2026 for 4 weeks of leave and 2029 for full 12 weeks of leave: Wanted to give leadership some time to plan for catastrophic leave bank accrual for an effective pool; want the resolution to be feasible and dates are “by”, so it could happen earlier; 1st 4 weeks of paid maternity leave is already in place, so would be quicker to upstart; full 12 weeks of leave to include paternity leave would take longer to upstart
 - c. Act 770 – why does it not automatically apply to UAMS now since it is a law? The bill says they “may” put in a catastrophic leave policy for Higher Eds, so the “may” verbiage means that they can do nothing, enter the state bank of catastrophic leave, or create their own. Phased in approach means that the 4-week leave will not require UA sys board approval or legislative branch; however, 12-week parental leave will require either UA sys board approval or legislation (political backing)
 - d. How does the pool and donations work? People can choose to voluntarily donate leave, people can donate if they are over the 240 limits, or they could donate if they are resigning or retiring.

5. Non-binding online poll was completed: 25 votes total (21 said yes, 4 chose yes, but with modifications)
 - a. Dr. Martin asked for a discussion on the floor of modifications from the 16% that voted yes with mods: one response suggested that equitability would be more provided if it wasn't a pool that staff did not have to donate and would suggest moving up the timeline.
 6. Call the question: 1st Dr. Gressler and 2nd by Ron Sanders; the resolution was voted on by the Academic Senate with 18 yays, 0 nays, 0 abstain, and 5 were absent; the resolution passes through the academic senate and will move onward to UAMS leadership.
- b. Senate election results and welcoming new senators and officers:
- i. President-Elect
 1. Ron Sanders, MD, MS
 - ii. Secretary
 1. Summer Khairi, MBA
 - iii. Parliamentarian
 1. Clare Brown, PhD
 - iv. Member-at-Large
 1. Elizabeth Riley, DNP, APRN
 2. Mara Wood, PhD
 - v. Brad: Big thank you to the Elections committee for putting the election on and to those that ran for a position
- c. Highlights of senate accomplishments 2022-2023
- i. Inaugural Academic Senate Under Revised Constitution
 1. The Academic Senate shall have the authority to make recommendations to the Provost on any matter of faculty affairs or campus-wide concern, including such matters as research facilitation, education, faculty appointment, promotion, tenure, dismissal, and non-reappointment as well as safety, security, salary and compensation, fringe benefits, work schedules, work conditions, job evaluations, grievances, and appeals and broad academic policies and programs at UAMS.
 - ii. Goals for Academic Senate
 1. Vanguard for faculty welfare – represent the will of the faculty.
 - a. Empower senators to bring ideas forward.
 2. Nudge the Senate towards a more formal governance structure.
 - a. Develop Resolutions – exceeded the goal of passing more than 1 resolution.
 - b. Deliberate
 - c. Cast Votes
 - d. Forward Resolutions to Chancellor and Provost
 3. Work Collaboratively with UAMS administration.
 - iii. Resolutions Developed by the Academic Senate

1. Resolution on Shared Governance
 - a. Senate now names persons to the following committees:
 - i. Academic Policy Committee
 - ii. Intercollegiate Faculty Committee
 - iii. Space Committee (non-voting)
 - b. Get Reports from:
 - i. Deans Advisory Council
 - ii. Institutional Assessment and Effectiveness
 - iii. Academic Affairs Advisory Committee
2. University of Arkansas System Affiliation of the University of Phoenix – high controversial and public discussion about UA Sys acquiring the U of Phoenix (for profit) to enhance it’s online footprint; UA Fay worked with other UA campuses to draft a letter opposing the acquisition and the UA sys board had a non-binding vote with majority against the acquisition
- iv. Seated Senate Members on Campus Level Leadership Search Committees – meeting after the senate meeting to discuss the timeline for the searches listed below with faculty who are helping with the searches:
 1. College of Medicine Dean
 - a. Priya Mendiratta
 2. Dean of the Graduate School
 - a. Bradley Martin
 3. Vice Chancellor of People and Culture
 - a. Clare Brown
- v. Guest Speakers Addressing the Senate
 1. Report of UAMS Finances, Amanda George
 2. Cybersecurity, Stephen Cochran
 3. Indirect Cost Accounting, Tyrone Stephens
 4. Exit Survey Results, Audrey Bradley
 5. Educational and Student Success Center, Helen Hu
 6. Faculty Retention Committee, Wendy Nembhard
- vi. Monthly Meetings of Senate Leadership with Campus Leadership – to work collaboratively with the leadership of UAMS
 1. Chancellor, Provost, Associate Provost of Faculty
 - a. Campus Finances
 - b. Parental Leave
 - c. Covid masking
 - d. “No Surprise Agreement” – not in writing, but an understanding that things will not go into the press until after Academic Senate knows about it and vice versa; keeps leadership and Academic Senate from being caught off guard.
 - e. Senate Involvement in Campus Committee Assignments
 - f. Physical Access to Campus Buildings – more accessible following COVID with Academic Senate support

- g. Annual Leave
 - h. Incentive Pay – discrepancies regarding what was offered to new employees vs what was actually given
 - i. Housekeeping – no trash services to RAHN or Ed II building for several months even after COVID precautions were gone
 - vii. Organized Seminars for Center for Faculty Excellence Series
 - 1. August: Effective Faculty Governance, Steven Caldwell, Chair of Faculty Senate, UAF
 - 2. February: National Issues of Concern to Shared Governance, Gwen Kay, SUNY Oswego, President of National Council of Faculty Senates
 - 3. Upcoming (August): Panel on Parental Leave – will coincide with resolution
 - viii. Other Senate Activities
 - 1. Addressed the COM Faculty highlighting the role of Academic Senate
 - 2. Attended and promoted New Faculty Reception
 - 3. Holliday Drive to support UAMS 12st Clinic
 - 4. Reinvigorated Open Meetings with the Chancellor
 - a. Breakfast with the Chancellor
- d. Forum from faculty to guide the Academic Senate activities: Dr. Martin opened the floor to non-senators for ideas to help guide us in the next academic year:
 - i. Ron Sanders, incoming President, made a statement that the Academic Senate is here to be a voice for the faculty
 - ii. Was asked if there was a way to send in ideas after this meeting; can send ideas to Tiffany Huitt; no comments or suggestions given during the meeting, but faculty encouraged to work with faculty rep senators, senate leadership, and/or members at large regarding concerns, ideas, or suggestions for the 2023-2024 academic year

IV. Committee Reports

- a. Research Committee (Gan): Dr. Reid Landis is reviewing score sheets for previous Student Research Day to make changes for next year
- b. Faculty Affairs Committee (Aykin-Burns): parental leave resolution finalized
- c. Communications Committee (Hayar): nothing to report, but please visit the website and send comments or changes to Hayar
- d. Administrative Council (Hayar): Some improvement in finance, but still projecting a deficit by the end of the fiscal year
- e. Academic Policy Committee (Ussery): nothing to report
- f. Intercollegiate Faculty Committee (Khairi): nothing to report (skipped)
- g. Space Committee (De Gravelles): nothing to report (skipped)

V. College Officer Reports

- a. Graduate School (Macnicol, Li): nothing to report
- b. College of Health Professions (Walter, Simmons): kudos to faculty that had a record number of graduates last weekend
- c. College of Medicine (Cherney, Sanders, Stronach): nothing to report
- d. College of Nursing (Degravelles, Nagle): nothing to report

- e. College of Pharmacy (D Jones, Gressler): Meeting on May 5 for COP nominations/elections; approved 72 graduates for this year; transforming curriculum and looking good for 2023-2024 admissions
- f. College of Public Health (Goudie): nothing to report
- g. Academic Affairs (Gafford, Strahan): Director of UAMS Library position has been filled and very excited about the news; express gratitude to the search group and interim director Libby Ingraham
- h. Associated Student Government (Hunt): nothing to report (skipped)

VI. Announcements

- a. Next Senate meeting June 26, 2023
- b. Senate seminars
 - i. Noon June 7, 2023 – panel on parental leave
- c. Reminder: please sign in using sign in sheets
- d. Opened the floor for any other announcements: Ron Sanders stated that COM would need a new rep with him becoming President; charge Nominations/Elections committee to solicit nominations and have a ballot for COM (Nukhet)

VII. Adjourn at 3:02pm.

Immediately following the Academic Senate meeting, faculty are invited to a “stakeholder meeting” to learn about the recently launched search for the next Dean of the College of Medicine led by Drs. Priya Mendiratta and Jonathan Goree.