



Academic Senate Meeting

April 22, 2024

Academic Senate

Providing a foundation for shared campus governance through understanding, collaboration, communications, & community

Meeting Agenda

I. Welcome and Approval of February Minutes

II. 2023-2024 Academic Senate Report

III. Senate Honors and Recognition of Service

IV. New Business

a. 2023 Faculty Survey Panel Discussion

i. Panelists: Wendy Ward, Dan Voth, Sean Taverna

b. Faculty Affairs Committee- UAMS Faculty Handbook, Revised 2024

c. New and Revised BOT policy reviews:

i. BOT Policies 420.1, 420.2, 420.8, 430.2; Leave and Benefits; Proposed Changes to Leave and Benefits Programs with New and Revised Board Policy Drafts

ii. BOT Policy 405.5: Retrenchment

iii. BOT Policy 100.4 Section 5: Governance

iv. BOT Policies 730.1, 730.2, 740.1: Construction

V. Updates

a. Membership and Elections Committee- 2024 nominees and college reports

b. 2025 Re-op Committee

c. Other Committee and College reports- open floor

VI. Adjourn Meeting

Approval of February Minutes



- Any corrections?
- Motion to Approve Minutes?

2023-2024 Academic Senate Report

- **Key Actions Taken by Senate**

- **Paid Parental Leave Resolution** passed by senate at May 2023 meeting. Resolution forwarded to Chancellor and UA System Office
- Senate drafted **UAMS Faculty Handbook**
- **Senate Faculty Survey** Workgroup administered survey and conducting analysis
- **Senate review of BOT policy revisions** for Campus Governance and Retrenchment

- **Key Meeting Discussions with Campus Leadership**

- **Chancellor:** finances and jobs loss, overseas communications, paid parental leave benefits
- **Provost:** Clinical service line directives, benchmarks, Dean searches for Graduate School and COM
- **Division of People and Culture:** UMR benefits faculty input on benefit decisions
- **CFE:** 2022 Faculty Retention Final Report, AI Policy Committee, Faculty Survey



Senate night with the Trojans

Senate Honors and Recognition of Service



Nukhet Aykin-Burns, Ph.D.
Associate Professor of Pharmaceutical Sciences

Notable Senate Contributions:

- Chair Senate Faculty Affairs Committee
- Resolution on Paid Parental Leave
- Drafted Faculty handbook
- Supported Elections and Membership



Brad Martin, PharmD, Ph.D.
Professor, College of Pharmacy

Notable Senate Contributions:

- Senate Immediate Past President
- BOT 1201 Revisions: Campus Governance
- Resolution on Paid Parental Leave
- Resolution on Shared Governance



Jennifer M. Gan-Kemp, MBA, CRS
Program Administrator, UAMS Winthrop P. Rockefeller Cancer Institute (WPRCI)
Research Instructor, UAMS Department of Medical Humanities and Bioethics

Notable Senate Contributions:

- Chair Senate Research Committee
- UAMS Student Research Day



Clare Brown, Ph.D., MPH
Assistance Professor, Vice Chair of Education
College of Public Health

Notable Senate Contributions:

- Senate Parliamentarian
- Faculty Survey Analysis and presentation

2023 Faculty Survey Panel Discussion



**Wendy Ward, PhD, ABPP, FAPA,
FNAP**

Professor, College of Medicine and
Faculty Affairs
Associate Provost for Faculty



Dan Voth, PhD

Professor, College of Medicine
Department Chair, Microbiology and
Immunology
Interim Vice Chancellor for Research
and Innovation

**2023 Faculty
Panel Feedback**



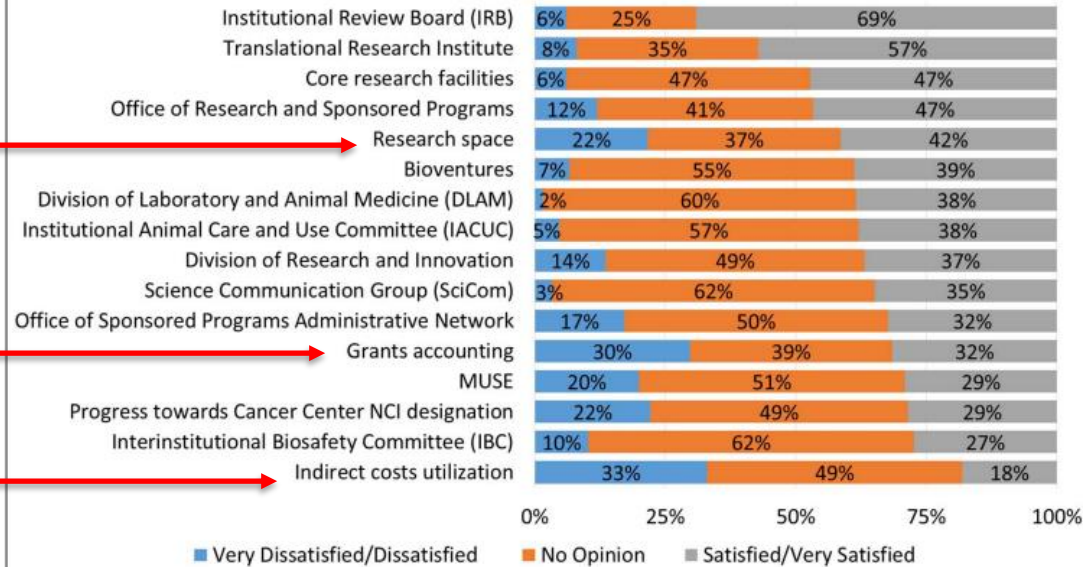
Sean Taverna, PhD

Professor, College of Medicine
Dean, UAMS Graduate School

2023 Faculty Survey Panel Discussion

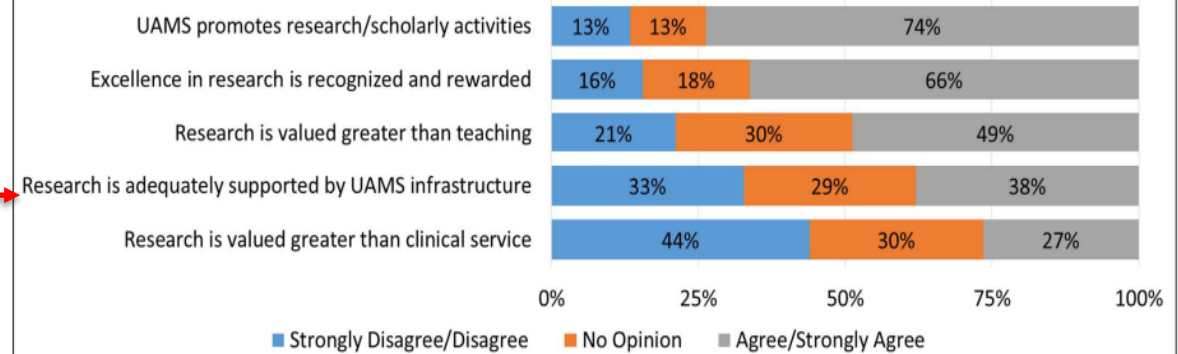


Satisfaction with Research Supports



- Grants accounting and procurement needs improvement.
- Indirect cost utilization is not transparent
- Efforts to obtain NCI designation hurt other areas

Agreement Regarding Research Value



- Grant dollars are valued more than research quality.
- We need more statistical help as well as scientific writers.
- QI and educational research are not valued as strongly as other research.

- **Need for Improved Infrastructure and Communication**
- **Need for Improvements in Grant Support Services**
- **Need for More Institutional Support for Research**

UAMS Faculty Handbook, Revised 2024

- **Presented by Nukhet Aykin-Burns, Ph.D.**
- **Timeline for Handbook Development**
 - Faculty Affairs Committee Charge and Work
 - Reviews and Feedback sought from:
 - Senate committees
 - Senate body
 - UAMS legal team
 - Center for Faculty Excellence
 - Provost and senior leadership
- **Agenda: Senate draft approval**
- **Draft may be found on the Senate website:**
- https://academicsenate.uams.edu/wp-content/uploads/sites/52/2024/04/UAMS_Handbook_-DRAFT.pdf

UAMS Faculty Handbook, Revised 2024

- **Discussion of Current Draft (open to floor)**
 - **Content Outline:** living document, reviewed for updates and revisions annually
 - **Online Dissemination:** accommodates the living nature, consistency and accessibility
 - **Hosted by Center for Faculty Excellence:** staff support to ensure technical functionality
- **Call for Motion to Approve (Senate voting members)**

New and Revised BOT policy reviews

BOT Policies 730.1, 730.2, 740.1: Construction

Presented by Jon Davies

Asst Dir of Planning, Design & Construct

**BOT Policy
Revisions Website**



**BOT Policy
Feedback Form**





General Items to consider Construction/Capital Equipment

- **UAMS Policy – Admin Guide 11.2.01** - if the work is greater than \$15,000; or, at any value, involves connection to utility systems (major equipment purchase), changes the walls, windows, or doors **must be a project**. You must submit a [Capital Project Request](#), all request are reviewed and approved by the Capital Project Budget Committee. When project value is greater the 5M it must also be reviewed and approved by the UA BOT.
- Most major equipment purchases will usually require some modification to the space **even when the salesperson** tells you they are plug and play. Things to be considered with any major equipment purchase: pathway for delivery, structural ability to support the weight, electrical, plumbing, and HVAC (heat load equipment puts out), shielding requirements, etc.
- Space planning – if you are requesting to occupy a new apparently vacant spot, you must have approval of the Campus Space Committee prior to the initiation of a move or project. Complete the [MAC form](#) (move, add, change) online.
- UA schools can not hire an architect or engineer without BOT approval of the recommendation. We do have on-call contracts, approved by the BOT, and those allow for work on projects up-to \$2M in construction costs. These services also require a State of AR Professional Services Contract that will be reviewed by AR Legislative Council (ALC).
- Job Order Contracting (JOC) UA System has awarded general contractors and UAMS has awarded some special trade contractors that can work on projects valued up-to \$1.2M in construction.



Review and changes and impacts of BOT Policy Changes and Impact to UAMS

[BOT Policies 730.1, 730.2, 730.3, & 740.1: Construction](#)

730.1, 730.2, 730.3, & 740.1

- All have language that will allow for a division chief to submit projects and recommendations to hire (architect, engineer, construction manager, or general contractor), currently only the Chancellor can make these requests. This is a positive change allowing for the COO to submit requests on behalf of the campuses.

730.2 III & 740.1 B

- Recognizes the lack of printed newspapers and allows for only electronic media. This is a positive change as advertising is required in the process for competitive, free, and open opportunities.

730.2

- IV. Just a clarification of what is already the process in practice.



New and Revised BOT policy reviews

BOT Policy 100.4 Section 5: Governance

- Campuses were invited to provide feedback on policy revisions in February, 2024.
- UAMS Senate leadership reviewed and provided narrative feedback at meeting held with UA System office personnel.
- Senate recommendations to system office may be found in February Senate meeting minutes online.

**BOT Policy
Revisions Website**



**BOT Policy
Feedback Form**



New and Revised BOT policy reviews



BOT Policy 100.4 Section 5: Governance

- Section 5 of Board Policy 100.4 to better align the policy with the current makeup and functions of the 20 campuses, divisions, and units of the UA System.
- Allows flexibility for structures to vary between larger universities and smaller two-year institutions.
- **Senate suggestions were largely incorporated into final draft.**

- **Section 5.1:** defines scope and purpose ensure all campuses have governance structure develop and recommend policies and procedures for the campus
- **Section 5.2:** report to Chancellor, clarifies authority of campus governance
- **Section 5.3:** provides for governance structure may take place through a single campus-wide governance body or multiple entities
- **Section 5.4:** revised appeal language for consistency

New and Revised BOT policy reviews

BOT Policy 405.5: Retrenchment

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**BOT Policy
Revisions Website**



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New and Revised BOT policy reviews

BOT Policy 405.5: Retrenchment

Policy refers to governance structure as integral to the process and implementation

Senate suggestions were largely incorporated into final draft.

- **Financial Exigency Retrenchment:**
 - Process sections: Senate recommendations all accepted to increase stringency of criteria and role of governance in process.
 - Implementing sections: clarification of 60 days notification for tenured, tenure-track, and clinical or other non-tenure track faculty, tenured or untenured, with merit-based multi-year appointments under Board Policy 405.4
- **Academic Planning Retrenchment:**
 - Implementing sections: Clarifies applicable BOT policies for notice given according to Board Policy 405.4 for tenure track or tenured faculty.
- **Section V: Processes**
 - Language of “clinical duties” included throughout for clarification
 - A2: criteria of relevance and expertise defined as “determined in consultation with relevant faculty”
 - C: describes appeal process for Tenure-track, tenured, and clinical or other non-tenure track faculty with merit-based multi-year appointments under Board Policy 405.1. Senate recommendations accepted to include faculty input via a governance committee

New and Revised BOT policy reviews

BOT Policies 420.1, 420.2, 420.8, 430.2; Leave and Benefits:
Proposed Changes to Leave and Benefits Programs with New and Revised Board Policy Drafts
Presented by Michelle Wiles, Vice Chancellor, Chief People and Culture Officer

**BOT Policy
Revisions Website**



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BOT Leave Policy Changes

- **420.1 Annual Leave**
 - For employees hired after 1/1/2025 creates a common accrual rate based on years of service
 - Creates maximum payment amounts for Vacation payments at termination.
 - Effective for new hire 1/1/2025
 - Effective for existing employees 1/1/2030
- **420.8 Leave Exchange**
 - Creates a program to allow employees to ‘sell back’ vacation time for direct payment to lender for qualified student loans.
 - Maximum yearly exchange is capped at \$7,500, must maintain a vacation balance of 80 hours and amount will be discounted 14% percentage to cover program administration.
- **430.2 Insured Employee Benefit Programs**
 - Creation of Short-Term Disability benefit for all campuses. This does not impact UAMS because we already have this program.



BOT Leave Policy Changes

- **420.2 Paid Parental Leave**

- Policy is effective 1/1/2025
- Provides six (6) weeks of paid leave after 2 years of service in a benefit eligibility position.
- Runs concurrent with FMLA so employee must be eligible for FMLA to receive the benefit.
- Can be used for birth of a child, adoption or foster placement for a child up to 18 years old. Must be used in the first 12 months of qualifying event and can not be used intermittently.
- Payment will be at the employees' regular rate of pay and does not include any overtime, incentive or bonus payments.
- If both parents are employed by the UA system, regardless of the campus, the benefit is a total of six (6) weeks combined.
- Utilization of the benefit is limited to a maximum utilization of three (3) times.
- Employees on an appointment of less than 12 months are not eligible for paid parental leave outside of their appointment period.

Committee Reports

- **Membership and Elections Committee**
 - 2024 elections are now open, close Monday, April 29
 - Campus wide elections for President, and members at large
 - College updates?

Committee Reports

- **Committee for Resource Optimization (Re-Op)**

- Amanda George, CPA, UAMS Vice Chancellor for Finance and Chief Financial Officer
- Holly Naramore, Project Manager.
- Coordinated effort to improve UAMS financial picture by costing cost, reducing waste and increasing efficiency.
- All employees are asked to submit ideas for consideration
- Senate sponsored form for submitting ideas.

**2025 Re-Op
Suggestions**



Committee Reports

- Research Committee (Gan)
- Communications Committee (Hayar)
- Administrative Council (Hayar)
- CFE and Intercollegiate Faculty Committee (Khairi)
- Academic Policy Committee (Gressler)
- Space Committee (Degravelles)

College Officer Reports

- Graduate School (Macnicol, Miousse)
- College of Health Professions (Walter, Karaduta)
- College of Medicine (Cherney, Shah, Stronach)
- College of Nursing (Degrauelles, Reeves)
- College of Pharmacy (Gressler, Pathak)
- College of Public Health (Goudie, Allison)
- Academic Affairs (Gafford, Strahan)
- Associated Student Government (Kawsar)

Announcements

- **Other announcements?**
- **Call to Adjourn**