Name	Position	Present	Absent
Tiffany Huitt, COM	President	x	
Ron Sanders, COM	President Elect	x	
Brad Martin, COM	Past President	x	
Summer Khairi, CHP	Secretary	x	
Clare Brown, COPH	Parliamentarian	x	
Elizabeth Riley, CON	Member at Large		x
Mara Woods, COM	Member at Large		x
Nukhet Aykin-Burns, COP	Member at Large	x	
Oleg Karaduta, CHP	Representative	x	
Christopher Walter, CHP	Representative	x	
Isabelle Miousse, GS	Representative	x	
Melanie MacNicol, GS	Representative	x	
Neal Reeves, CON	Representative	x	
Pamela Degravelles, CON	Representative	x	
Rupak Pathak, COP	Representative	x	
Laura Gressler, COP	Representative	x	
Stefani Gafford, AA	Representative	x	
Kay Strahan, AA	Representative		x
Steve Cherney, COM	Representative		x
Jarna Shah, COM	Representative	x	
Ben Stronach, COM	Representative		x
Anthony Goudie, COPH	Representative	x	
Katy Allison, COPH	Representative	x	
Farhan Kawsar, ASG	Representative		x

Guests: Marty Perry, Brian Fairman, Caraline Annichiarico, Jan Gan-Kemp, Steven Post, Dan Voth, Susan Long, Teresa Whited, Britt Beasly, Jan Taylor, Stephanie Trotter, Claire Tucker, Cesalie Wallace, Nicole Ward, Judith Weber, Fang Zheng, Catherine O'Brien, Bridget Plesich, Kevin Sexton, Layla Simmons, Kirk Smith, Lawrence Tarbox, John Lane, Ha-neui, Reid Landes, Grover Miller, Corey Nagel, Tarun Garg, Robert Giffin, Tracie Harrison, Marilyn Hughes, Noelle Danylchuk, Paul Drew, Kimberly Eichelmann, Mohamed Dasri, Kerry Evans, Tarun Garg, Maeghan Arnold, Ashim Bagchi, Rushita Bagchi, Stephen Bowman, Patricia Cowan, Craig

Academic Senate
Annual Full Faculty Meeting Agenda
April 22, 2024, 3-4:40pm
In person: RAHN G219, refreshments served
Teams Virtual: 2024 Senate Full Faculty Meeting

I. **Welcome and Call to Order**
The meeting was called to order by Dr. Huitt.

II. **Approval of February Minutes**
The minutes were approved.

III. **2023-2024 Academic Senate Report**
   a. Key Actions Taken by Senate
      i. Paid Parental Leave Resolution passed by senate at May 2023 meeting. Resolution forwarded to Chancellor and UA System Office
      ii. Senate drafted UAMS Faculty Handbook
      iii. Senate Faculty Survey Workgroup administered survey and conducting analysis.
      iv. Senate review of BOT policy revisions for Campus Governance and Retrenchment
   b. Key Meeting Discussions with Campus Leadership
      i. Chancellor: finances and jobs loss, overseas communications, paid parental leave benefits
      ii. Provost: Clinical service line directives, benchmarks, Dean searches for Graduate School and COM
      iii. Division of People and Culture: UMR benefits faculty input on benefit decisions.
      iv. CFE: 2022 Faculty Retention Final Report, AI Policy Committee, Faculty Survey

IV. **Senate Honors and Recognition of Service**
   a. Nukhet Aykin-Burns, Ph.D.- Associate Professor of Pharmaceutical Sciences
      i. Notable Senate Contributions
         1. Chair Senate Faculty Affairs Committee
         2. Resolution on Paid Parental Leave
         3. Drafted Faculty handbook
         4. Supported Elections and Membership
   b. Brad Martin, PharmD, Ph.D.- Professor, COP
      i. Notable Senate Contributions
         1. Senate Immediate Past President

2. BOT 1201 Revisions: Campus Governance
3. Resolution on Paid Parental Leave
4. Resolution on Shared Governance

c. Jennifer M. Gan-Kemp, MBA, CRS – Program Administrator and Research Instructor
   i. Notable Senate Contributions
      1. Chair Senate research committee.
      2. UAMS Student research Day

d. Clare Brown, Ph.D., MPH- Assistant Professor, Vice chair of Education, COPH
   i. Notable Senate Contributions
      1. Senate Parliamentarian
      2. Faculty Survey Analysis and presentation

V. New Business

a. 2023 Faculty Survey Panel Discussion
   i. Panelist: Dan Voth
      1. Discussion on the need for improved infrastructure and communication, need for improvements in grant support services and need for more institutional support for research.
      2. Collaborations between colleges
         a. Research Showcases will be back in May.
      3. Fellowship Incentive Program
         a. Incentivize doctoral students to submit proposals, etc.

b. Faculty Affairs Committee- UAMS Faculty Handbook, Revised 2024
   i. Faculty Affairs committee charged for developing the UAMS Faculty Handbook.
      1. Reviews and Feedback sought from:
         a. Senate committees
         b. Senate Body
         c. UAMS legal team
         d. Center for Faculty Excellence
         e. Provost and senior leadership
      2. Motion to approve the current draft passes unanimously.
         a. Content Outline: living document, reviewed for updates and revisions annually.
         b. Online Dissemination: Accommodates the living nature, consistency, and accessibility.
         c. Hosted by Center for Faculty Excellence: Staff support to ensure technical functionality.

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
      1. **420.1 Annual Leave**
         a. For employees hired after 1/1/2025 creates a common accrual rate based on years of service

      b. Creates maximum payment amounts for Vacation payments at termination.
- i. Effective for new hire 1/1/2025
- ii. Effective for existing employees 1/1/2030

2. **420.8 Leave Exchange**
   a. Creates a program to allow employees to 'sell back' vacation time for direct payment to lender for qualified student loans.
   b. 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.

3. **430.2 Insured Employee Benefit Programs**
   a. Creation of Short-Term Disability benefit for all campuses. This does not impact UAMS because we already have this program.

4. **420.2 Paid Parental Leave**
   a. Policy is effective 1/1/2025.
   b. Provides six (6) weeks of paid leave after 2 years of service in a benefit eligibility position.
   c. Runs concurrent with FMLA so employee must be eligible for FMLA to receive the benefit.
   d. 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 cannot be used intermittently.
   e. Payment will be at the employees' regular rate of pay and does not include any overtime, incentive, or bonus payments.
   f. If both parents are employed by the UA system, regardless of the campus, the benefit is a total of six (6) weeks combined.
   g. Utilization of the benefit is limited to a maximum utilization of three (3) times.
   h. Employees on an appointment of less than 12 months are not eligible for paid parental leave outside of their appointment period.

ii. BOT Policy 405.5: Retrenchment
1. Campuses were invited to provide feedback on policy revisions in February 2024.
2. UAMS Senate leadership reviewed and provided narrative feedback at meeting held with UA System office personnel.
3. Senate recommendations to system office may be found in February Senate meeting minutes online.
4. **Policy refers to governance structure as integral to the process and implementation**. **Senate suggestions were largely incorporated into final draft.**
   a. **Financial Exigency Retrenchment:**

       i. Process sections: Senate recommendations all accepted to increase stringency of criteria and role of governance in process.

      ii. 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

    b. **Academic Planning Retrenchment:**

       i. Implementing sections: Clarifies applicable BOT policies for notice given according to Board Policy 405.4 for tenure track or tenured faculty.

    c. **Section V: Processes**

       i. Language of "clinical duties" included throughout for clarification.

      ii. A2: criteria of relevance and expertise defined as "determined in consultation with relevant faculty"

     iii. 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.

  iii. BOT Policy 100.4 Section 5: Governance

    1. Campuses were invited to provide feedback on policy revisions in February 2024.

    2. UAMS Senate leadership reviewed and provided narrative feedback at meeting held with UA System office personnel.

    3. Senate recommendations to system office may be found in February Senate meeting minutes online.

    4. 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.

    5. Allows flexibility for structures to vary between larger universities and smaller two-year institutions.

    6. **Senate suggestions were largely incorporated into final draft.**

      a. **Section 5.1:** defines scope and purpose ensure all campuses have governance structure develop and recommend policies and procedures for the campus.

      b. **Section 5.2:** report to Chancellor, clarifies authority of campus governance.

      c. **Section 5.3:** provides for governance structure may take place through a single campus-wide governance body or multiple entities.

      d. **Section 5.4:** revised appeal language for consistency

iv. BOT Policies 730.1, 730.2, 740.1: Construction
1. **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.
2. 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.
3. 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.
4. UA schools cannot 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).
5. 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.
6. **Review and changes and impacts of BOT Policy Changes and Impact to UAMS**

   a. 730.1, 730.2, 730.3, & 740.1
      i. 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.
   b. 730.2 III & 740.1 B
      i. 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.

        c. 730.2
           i. IV. Just a clarification of what is already the process in practice.

VI.   Updates
a. Membership and Elections Committee- 2024 nominees and college reports
    i. 2024 elections are now open, close Monday, April 29
    ii. Campus wide elections for President and members at large
b. 2025 Re-op Committee
    i. Amanda George, CPA, UAMS Vice Chancellor for Finance and Chief Financial Officer and Holly Naramore, Project Manager lead the committee.
        1. Coordinated effort to improve UAMS financial picture by costing cost, reducing waste, and increasing efficiency.
        2. All employees are asked to submit ideas for consideration.
        3. Senate sponsored form for submitting ideas.
c. Committee Reports
    i. Research Committee (Gan)
        1. No Updates.
    ii. Communications Committee (Hayar)
        1. No Updates.
    iii. Administrative Council (Hayar)
        1. No Updates.
    iv. CFE and Intercollegiate Faculty Committee (Khairi)
        1. No Updates.
    v. Academic Policy Committee (Gressler)
        1. No Updates.
    vi. Space Committee (Degravelles)
        1. No Updates.
d. College Officer reports
    i. Graduate School (Macnicol, Miousse)
        1. No Updates.
    ii. College of Health Professions (Walter, Karaduta)
        a. CHP concluded our strategic plan and are now drafting out next 5-year strategic plan.
        b. Highlights of some of our achievements over the past five years include:
           i. A 142% increase in student enrollment (593 students in Fall 2018 to 1,434 students in Fall 2023)
           ii. A 240% increase in the number of articulation agreements between CHP and other institutions.
           iii. A 217% increase in budgetary support for a comprehensive college-wide communications and marketing plan
           iv. A 62% increase in philanthropic grifts to the college.

      c. Established a new entry-level Master of Science in Respiratory Care
      d. Moved the dietetics program from a post-baccalaureate certificate to a Master of Science
      e. Opened a distant site of the diagnostic medical sonography program at the NW campus.
      f. Created a new pathway for students to complete a Bachelor of Science Medical Laboratory Science with leaving their areas.
      g. In Scholarship
          i. CHP Seed Grants provided over $46,000 in pilot funding for 12 research projects that have the potential to develop into extramurally finding.
          ii. Faculty productivity during this time resulted in a:
              1. 140% increase in peer-reviewed publications
              2. 55% increase in peer-reviewed oral presentations
              3. 126% increase in peer-reviewed poser presentations
              4. 148% increase in salary offset from grants.

   iii. College of Medicine (Cherney, Shah, Stronach)
      1. Transitioning to a three-phase curriculum
         a. Focus on individualized student learning.
   iv. College of Nursing (Degravelles, Reeves)
      1. No Updates.
   v. College of Pharmacy (Gressler, Pathak)
      1. Working on curriculum transformation
      2. Reviewing policies regarding teaching and classroom
   vi. College of Public Health (Goudie, Allison)
      1. No Updates
   vii. Academic Affairs (Gafford, Strahan)
      1. No Updates
   viii. Associated Student Government (Kawsar)
      1. No Updates

VII. Adjourn Meeting at 4:23pm.