

<b>Name</b>	<b>Position</b>	<b>Present</b>	<b>Absent</b>
Tiffany Huitt, COM	President	x	
Ron Sanders, COM	President Elect	x	
Brad Martin, COM	Past President	x	
Summer Khairi, CHP	Secretary		Excused
Clare Brown, CPH	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, CPH	Representative		x
Katy Allison, CPH	Representative	x	
Farhan Kawsar, ASG	Representative		x

Guests: Susan Long, Wendy Ward, Sean Taverna, Kari Weber, Logan Whittington, Steven Post, Madison Howe, Noelle Danylchuk, Mara Whiteside, Claire Tucker, Caraline Annichiarico, Kari Weber, Layla Simmons, Priya M, Tina Maddox, Kerry Evans

**Academic Senate Meeting Minutes**  
**June 3, 2024**  
**ZOOM**

**I. Welcome and Call to Order**

The meeting was called to order by Dr. Huitt.

**II. Approval of April Minutes**

The minutes were approved.

**III. Updates and New Business**

- a. Welcome newly elected senators
  - i. President-Elect: Christopher Walter, Associate Professor, Department of Physical Therapy
  - ii. Member-at-Large: Nukhet Aykin-Burns, Associate Professor, Pharmaceutical Sciences
  - iii. College of Health Professions: Madison Howe
  - iv. College of Medicine: Sophie Hollenburg
  - v. College of Medicine: Reid Landes
  - vi. Academic Affairs: Logan Whittington
  - vii. Academic Affairs: Caraline Annichiarico
  - viii. College of Public Health: Kari Weber
- b. July Monthly Meeting-
  - i. in person, orientation to Senate
    - 1. 7/22/24: Little Rock Campus, location TBA
    - 2. tentative location: RAHN bldg. Little Rock campus
    - 3. Tentative Agenda:
      - a. Orientation for all senate officers and representatives
      - b. Committee charge for chairs
      - c. Senate annual goals
  - ii. moved to 4pm on 4<sup>th</sup> Monday
    - 1. New time: 4pm, 4<sup>th</sup> Monday each Month
- c. BOT meeting, May 22-23
  - i. Senate feedback (see below)
  - ii. BOT Approvals
    - 1. Policy Amendments
    - 2. Budget
- d. UAMS Faculty Handbook is approved.
  - i. Next step: Work with CFE to put it online.

- e. 2023 Faculty Survey Panel Discussion, Dr. Wendy Ward and Dr. Sean Taverna
  - i. Summary of Faculty Survey Suggestions for Improving Professional Support and Wellness:
    - 1. Clarify workload uncertainty and transparency of effort allocations.
      - a. Each college has different ways of handling workloads.
      - b. If there are issues with workloads and division chief is not receptive, what are the next steps for the faculty? The faculty member should talk with the Dean or Associate Deans. The CFE can help faculty members prepare for the discussion with the Deans or Associate Deans.
      - c. COM Promotion and Tenure guidelines are being discussed currently.
    - 2. Foster a culture of open communication, advocacy, and engagement.
    - 3. Desire for scholarly support and mentoring
      - a. CFE has a career and success mentoring program.
      - b. TRI has a research mentorship program.
      - c. Office of Research has a mentorship opportunity.
      - d. ESSC has one on one consulting.

#### **IV. Committee Reports**

- a. Membership and Elections Committee (included in updates)
- b. Faculty Affairs Committee (Aykin-Burns)
  - i. No Updates
- c. Research Committee (Gan)
  - i. No Updates
- d. Communications Committee (Hayar)
  - i. No Updates
- e. Administrative Council (Hayar)
  - i. No Updates
- f. CFE and Intercollegiate Faculty Committee (Khairi)
  - i. No Updates
- g. Academic Policy Committee (Gressler)
  - i. No Updates
- h. Space Committee (Degravelles)
  - i. No Updates

#### **V. College Officer Reports**

- a. Graduate School (Macnicol, Miousse)
  - i. No Updates
- b. College of Health Professions (Walter, Karaduta)
  - i. No Updates
- c. College of Medicine (Cherney, Shah, Stronach)
  - i. Met with Dean Weber and discussed the senate.
  - ii. Initiating the P&T Guidelines.

- iii. Presenting at the Full Faculty COM meeting.
- d. College of Nursing (Degrauelles, Reeves)
  - i. No Updates
- e. College of Pharmacy (Gressler, Pathak)
  - i. Meeting in May to approve the May graduates.
  - ii. Curriculum Transformation committee is still in progress. Start date is Fall 2025.
- f. College of Public Health (Goudie, Allison)
  - i. No Updates.
- g. Academic Affairs (Gafford, Strahan)
  - i. No Updates.
- h. Associated Student Government (Kawsar)
  - i. No Updates.

## VI. Announcements and Reminders

- a. Next Academic Senate Meeting will be in July.
- b. Senate Budget Requests
- c. Committee for Resource Optimization (Re-Op)
  - i. Amanda George, UAMS Vice Chancellor for Finance and Chief Financial Officer
  - ii. Holly Naramore, Project Manager
  - iii. Coordinated effort to improve UAMS financial picture by cutting cost, reducing waste, and increasing efficiency.
  - iv. All employees are asked to submit ideas for consideration.

## VII. Adjourn Meeting

### **COD Agenda and ACTION ITEMS – May 29, 2024**

Update on agenda items from Tuesday's Council of Deans meeting:

**Program Changes/New Program Deadlines** — (No action taken) — Dr. Kristen Sterba, associate provost, told the deans how the Workday Student transition has created some issues related to deadlines for program changes/new program (for example, when midyear changes are requested). She asked them to consider a Feb. 1 deadline for all requests to take effect for the next Academic Year. An Academic Year is defined as Fall, Summer, and Spring for all programs except PA whose academic year is Summer, Fall, Spring. This would allow the changes to be fully entered into the system so financial aid could be released in time, and the Academic Catalog will be correct for the Department of Education and VA.

**Academic Calendars** — (No action taken) — Dr. Sterba told the deans how the Workday Student transition also created issues because UAMS and its academic programs have so many calendars. She asked for consideration of the colleges to look for opportunities to consolidate calendars. This issue impacts billing/payments and financial aid releases. She will set up a meeting with Associate Deans to review calendars for Fall 2026 and beyond to see if

there are any opportunities for calendar harmonization. Calendars will be due by February 1 prior to admissions applications opening (ex. February 1, 2025 for Fall 2026 admissions).

**Employee Tuition Discounts** — (No action taken) — Deans asked to review list of current UAMS employee tuition discounts to see if any changes are needed for new FY.

**Postvention Program** — (No action taken) — Deans were given copies of an older COM Postvention plan for the event of a student suicide (included timelines for communication, scripts, available resources, etc). Deans were asked to identify college representatives to develop a updated, centralized plan that could be used by all and would align with newer campus policies for deceased/missing students. *See COM Postvention Plan*

**Policy Review:** Policies on the agenda had already been reviewed/approved by the deans.

- 2.1.2 FERPA POLICYFORM (revision) -Updated to meet FERPA regulations
- 2.1.5 ASSIGNMENT of CREDIT HOURS for EDUCATION PROGRAMS- removed Clinton School and clarified 100% online programs (biennial review)
- 2.2.2 REGISTRATION of RECOGNIZED STUDENT ORGANIZATION- language added covering co-curricular opportunities exploring online form versus word form. (biennial review)
- Policy with little to no changes
  - 3.3.11 TUITION and FEES for NONTRADITIONAL DOCUMENTED STUDENTS (biennial review)
  - 3.5.1 ASSOCIATION of TWO-YEAR COLLEGES SCHOLARSHIP PROGRAM (biennial review)
  - 2.2.5 STUDENT ACCOMMODATION POLICYFORM (biennial review)
  - 3.1.7 VETERAN NON-RESIDENT TUITION RESIDENCY EXCEPTION (biennial review)

**Attachments:**

**Agenda item II.c.i.: Senate feedback to BOT regarding policy amendments**

Dear Mr. Beaumont and members of the UA System Board of Trustees,

Thank you for the opportunity to provide feedback on the proposed Board of Trustees Policy amendments. As President of the UAMS Academic Senate, I respectfully submit this response on behalf of the senate representatives and our faculty constituents.

On April 22, the UAMS Academic Senate conducted our annual meeting of the full faculty. As part of the meeting agenda, we presented the proposed amendments to the BOT policies as published on the UA system website. We solicited feedback from the elected members of the senate with the intention of submitting these responses on behalf of our constituents, the UAMS faculty. Comments were collected from academic senate representatives in the colleges of medicine, pharmacy, public health, and health professions.

UAMS Senate leadership respectfully submits this feedback on behalf of the UAMS faculty for consideration by the Board of Trustees and UAMS Executive Leadership.

**Senate member feedback unanimously supports all proposed policy revisions and is overwhelming positive regarding the paid parental leave benefit.** Select comments in support of Revised Board Policy 420.1 Annual Leave, New Board Policy 420.2 Paid Parental Leave, New Board Policy 420.8 Leave Exchange, and Revised Board Policy 430.2 Insured Employee Benefit are as follows:

- Paid parental leave will be an important benefit for recruitment as well as retention. I feel as if the UA leadership took the time to create this policy with the faculty truly in mind. I appreciate that the policy considers all types of children (e.g., adopted, etc.) as well as all types of parents (mothers and fathers). I additionally appreciate the minor impact on currently employees in terms of reductions in existing leave benefits. This is a huge win for all UA campuses.
- Kudos to the UAMS academic senate for passing a resolution to start this dialogue. Overall I think the changes in benefits regarding leave strike a reasonable balance with regard to what has been expanded relative to what has been taken away.
- I support these revisions providing parental leave. I would love to see better benefits for new parents over time. It's unfortunate that I missed this benefit by only a couple years. Having to deplete my entire bank of vacation to be home with my child was disappointing. I came back with almost no vacation time leaving me to miss opportunities to spend more time at home with him now that I'm back at work. This will be a huge blessing to those currently expecting or planning to expand their families.
- I DEEPLY SUPPORT THESE REVISIONS PROVIDING PARENTAL LEAVE. Coming from a mother who has experienced two uncomplicated pregnancies and a full-term stillbirth, this policy is a necessary benefit to employees.

**Concerns and suggestions for improvement were expressed in 2 main areas:**

1. Shared 6-week parental leave benefit for parents: Several faculty representatives expressed concerns (both written and verbally to representatives) regarding the shared 6 week parental leave benefit for parents who both work for the UA system. Faculty feel that this limitation of leave benefits is both contrary to the intent and spirit of the policy itself, and will hinder both recruitment and retention of junior faculty as well as highly competitive midcareer faculty. The shared benefit is a disincentive for families to choose the UA system as the professional workplace for both parents.
2. Clinical Professional Parental Leave- Call Relief: Currently, there is no clarity regarding how on-call workload is managed for clinical professionals who are on paid parental leave. Many clinical faculty and other clinical professionals at UAMS have a specific number nights or weekends that they are required to be on-call within a given period of time. For instance, a professional may be required to be on-call for a service line or hospital one night a week. If they exercise their parental leave benefit over a 6-week period, then they may be required to double their calls per week when they return to work until they make the number of on-call nights missed during the paid leave. This imposes a disproportionate burden on professionals who seek to use their parental leave benefit compared to professionals who do not use the leave benefit. There are significant health issues related to inordinate call workload imposed on professionals who are required to increase the frequency of calls over a defined period to catch up on calls that may have been missed

while on paid parental leave. At current, there are not formal guidelines for how to address this challenge, and such arrangements are left to the discretion of the service line director, department chair, or division chief.

While this may be relatively unique to the UAMS campus, developing a mechanism to address this challenge aligns with the values of maintaining wellness, decreasing mental health issues, optimizing work-life balance and increasing academic productivity for clinical professionals returning from paid parental leave. For the UA system and board of trustees, we propose that the paid parental leave policy includes language that allows a given campus to develop mechanisms or policies to address such unique challenges. For UAMS leadership, we propose a system be developed to allow for compensation of other professionals to cover calls for peers who are on paid parental leave. The proposed changes to the Leave and Benefits Program carefully enumerate the costs of providing parental leave and changes in other benefits to offset the expanded parental leave but currently do not include the costs that will be incurred by institutions like UAMS that will likely have to develop a pool of clinicians to cover clinical services while persons take parental leave and ask that a mechanism be developed to cover these costs. This will also facilitate UAMS's competitiveness in recruiting and retaining academic and clinical talent.

We thank the UAMS leadership, UA System Office and the Board of Trustees for the opportunity to engage in discussion of policies that directly impact UAMS faculty, employees and families. Please do not hesitate to contact me or other Senate leaders should you have any questions.

Respectfully,

Tiffany Huitt, PhD (she/her)  
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