

## **UCA Faculty Senate Minutes of Tuesday, November 9, 2010, Wingo 315, 12:45 pm**

Members Present (/a: absent; /aa: absent advised)

- Business Administration: Bartczak, Bradley/aa, Moore.
- Education: Albritton/aa, Copeland, Hebert/aa.
- Fine Arts And Communication: Browne, President Burley, Castner Post.
- Health And Behavioral Sciences: Fletcher, Poole, Ray.
- Liberal Arts: Arnold, Parrack, Spivey.
- Natural Sciences And Mathematics: BrattonG, Isom/aa, Rowley.
- At-Large Senators: Acre, BrattonD, Jones, Lichtenstein, WilsonA., WilsonJ.
- Senator For Part-Time Faculty: RungeN.
- Office Of The Provost: Provost Grahn.

### **I. Approval of Minutes from October 28, 2010**

President Burley: Distributed too late for consideration at this meeting; hold for consideration at 12/07/10 meeting.

### **II. Report: Mike Casey, Chair of the Fringe Benefits Advisory Committee**

Casey: Dr. Victor Puleo will likely take over as chair of this committee in spring 2011. There will be many issues to negotiate. A report from Dr. Joe Cangelosi's finance class is forthcoming and will be sent to President Burley. The committee meets on Friday 11/12/10 for the first official meeting of AY 2010-2011. Casey plans to meet with UCA's new V.P. for Human Resources, Graham Gillis, in early 2011 to get his input. Distributes report (see below).

[start of report from Casey]

Fringe Benefits Committee Report – AY 2009-2010  
Unanimously approved via e-mail on 10/4/2010 & 10/5/2010

Primary Accomplishments AY 2009-2010:

-Evaluated current health and dental plans and opted to retain the dental coverage proposed by Blue Cross Blue Shield that results in a 5% increase in costs. The Fringe Benefits Committee recommended accepting the offer from United Healthcare to retain current coverage with an increase of 2%. These coverages are effective for the 2010 calendar year. These increases in premium were negotiated down from proposed double digit increases.

-Requested a benefits survey project be conducted in Dr. Joe Cangelosi's marketing research class.

-Discussed request to provide additional fringe benefits to part-time faculty. The consensus was that it was cost prohibitive to provide these benefits to part-time faculty and that UCA would not extend benefits to part-time employees that were not mandated by law.

-The committee also expressed concern about any one adjunct faculty member being used to teach more than six hours a semester.

-Several committee members indicated that if additional university monies become available it should be used to reduce current out-of-pocket costs to full-time employees. This issue of may be discussed again during the 2010-2011 AY.

-Discussed entering a consortium with other Arkansas universities to pool health care coverages. Gave approval for those discussions to begin in order to evaluate possible savings.

#### AY 2010-2011 Fringe Benefit Committee Goals

August 10, 2010 results of FBC email vote:

-The Fringe Benefits Committee has voted 10-0 to keep our existing United Healthcare health insurance with no increase in premium or change in health care benefits; and 8-0 to retain our existing Blue Cross Blue Shield Dental Coverage with a 6% increase in premiums. These coverages, if approved by the Board, will be effective for the 2011 calendar year.

-Evaluate UCA's 2012 health insurance options given the passage of health care reform legislation.

-Discuss increasing UCA's contribution to employee health insurance.

-Review the benefits survey results.

-Request an update on health care consortium discussions.

-Visit with performing arts about going back to a list of performances faculty could get tickets to instead of a 6 count limit.

-Discuss appointment of new HR Director. (Rita Fleming's replacement)

-Other issues as assigned.

[end of report from Casey]

[general discussion ensued: Ray, Copeland, WilsonJ, President Burley, BrattonG]

Casey: With regard to UCA becoming self-insured, the committee considered this option but felt it to be too risky.

### **III. Remarks, Provost Lance Provost Grahn**

-UCA is participating in Veteran's Day activities; formal ceremony will begin at 1:40 P.M. at Estes Stadium. Please show your support.

-Start thinking about 2011 summer sessions; as you advise students, encourage them to consider summer sessions.

-May 2011 commencement will be different than in years past; one ceremony outside for all, followed by individual ceremonies by college.

[general discussion: Lichtenstein, WilsonJ, Ray, BrattonG, WilsonA, Fletcher]

-Search for a director of the PhD. program in Leadership Studies is underway; program will be launched in August 2011.

-Keep in mind that the amount of money UCA receives from the State of Arkansas is not increasing; therefore, a new program in one area will have to mean reduced programs in another area.

-Let your colleagues know that even though the Provost temporarily eliminated on line course conversion stipends from Academic Outreach and Extended Programs, this does not mean that colleges/department cannot offer them.

### **IV. President's Report**

#### **A. Student Fee Proposal (attached) (vote to recommend this form or not)**

President Burley: The review committee for these proposals has not yet been named.

Summer: What is the context for this issue?

President Burley: This will result in a formalized system for requesting new fees.

Provost Grahn: Previously, this process was fairly whimsical with no overall review of all proposals.

MOTION to recommend the form: Copeland, Ray.

MOTION APPROVED.

**B. Charge to Faculty Affairs II: Investigate the attitudes toward and the feasibility of academic departments imposing a system of chair term limits and a method of selection of the chair. Please prepare a recommendation no later than April 1, 2011.**

Ray: What's the background to this issue?

President Burley: Let's plan to speak about this prior to the first meeting.

## **V. Committee Reports**

### **A. Executive Committee**

President Burley: Nothing additional to report.

### **B. Committee on Committees.**

WilsonJ: No report.

### **C. Academic Affairs**

Castner-Post: No report.

### **D. Faculty Affairs I**

Fletcher: A meeting with Drs. Grahn and Glenn is scheduled for Friday, 11/19/10.

### **E. Faculty Affairs II**

Ray: No report.

## **VI. Announcements and Concerns**

**A. Next Meeting: Tuesday, December 7, 2010 at 12:45 pm (Note: our normally scheduled meeting falls on Thanksgiving, so that one is cancelled, and our normally scheduled first meeting in December falls during exam week, so that one has been moved up one week. Our second meeting in December falls during winter break, so that, too, has been cancelled.)**

President Burley: Faculty Handbook Committee meets this Friday 11/12/10 at 2pm; open meeting; both Residential College Faculty and University College Faculty will have a chance to provide input. Budget Advisory Committee meets this week on Thursday, x-period, and will review the UCA cash flow report.

President Burley: Distributes two resolutions from the Academic Council that Provost Grahn requested be brought to the attention of the Faculty Senate.

[beginning of first resolution]

### **RESOLUTION 2010-11-12-01**

**REQUESTS A REVISION IN THE NOTIFICATION POLICIES REGARDING RECOMMENDED CHANGES TO THE FACULTY HANDBOOK FORWARDED TO THE FACULTY SENATE BY FACULTY HANDBOOK COMMITTEE.**

WHEREAS, changes in the Faculty Handbook may affect all members and levels of faculty and administration at UCA; and

WHEREAS, the Higher Learning Commission has emphasized the need for improved communication at all levels of administration at UCA; and

WHEREAS, there is currently no mechanism for informing the campus as a whole about revisions to the Faculty Handbook under consideration prior to the publication of the Agenda for Faculty Senate meeting in which they will be discussed;

NOW THEREFORE BE IT RESOLVED:

THAT all proposed changes to UCA's Faculty Handbook shall be circulated to the faculty and appropriate communities of interest for discussion and debate at least ninety days prior to the Faculty Handbook Committee's recommendation to the Faculty Senate.

APPROVED by the UCA Academic Council  
on this 12th day of November, 2010.

[end of first resolution]

[beginning of second resolution]

RESOLUTION 2010-11-12-02

REQUESTS A REVISION IN THE NOTIFICATION POLICIES REGARDING RECOMMENDED CHANGES TO THE FACULTY HANDBOOK FORWARDED TO THE FACULTY SENATE BY FACULTY HANDBOOK COMMITTEE.

WHEREAS, the Higher Learning Commission has emphasized the need for improved communication at all levels of administration at UCA; and

WHEREAS, the Academic Council and the Faculty Senate often work in parallel to resolve the same issues; and

WHEREAS, better coordination between the efforts of these two bodies will benefit UCA faculty, staff and students;

NOW THEREFORE BE IT RESOLVED:

THAT to enhance the communication between the Faculty Senate and the Academic Council and to better coordinate the efforts of these two bodies, a member of the Academic Council will attend scheduled Faculty Senate meetings and a member of the Faculty Senate will attend scheduled meetings of the Academic Council.

**BE IT FURTHER RESOLVED:**

THAT the executive committees of each body meet regularly to discuss the issues that are before each body.

APPROVED by the UCA Academic Council

on this 12th day of November, 2010.

[end of second resolution]

President Burley: There is a new link, "Faculty Concerns," on the Faculty Senate website. A forthcoming link will address frequently asked questions.

**B. Other Announcements and Concerns**

BrattonD: When will the University College Task Force meet?

President Burley: Not yet scheduled.

Copeland: Any feedback related to our new smoke free campus rule?

President Burley: Not to my knowledge.

Copeland: Students have been observed smoking.

[additional comments: BrattonG, Copeland]

Poole: What's the next step with regard to the Sightlines report?

Provost Grahn: Any implementation of report recommendations is in the hands of UCA Physical Plant and of the Deans.

Fletcher: Happy to report that there is now faculty representation on the building committee for Bear Hall; there has been good communication among faculty; Physical Plant Director, Larry Lawrence; the Housing Office; and others.

President Burley: Faculty pay raises are still expected to come through, possibly before Christmas 2011; raises will be retroactive, but spread throughout the remaining fiscal year paychecks rather than awarded in a lump sum.

Provost Grahn: Please help the campus community understand why their pay will decrease as of 7/01/11. [because the retroactive payments will have been exhausted]

**VII. Adjournment**

MOTION to Adjourn: Fletcher, Browne. MOTION Approved.

Adjournment: 12:45 P.M.