

2-9-2000

Minutes of the Faculty Senate Meeting, February 9, 2000

University of Arkansas, Fayetteville. Faculty Senate

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Citation

University of Arkansas, Fayetteville. Faculty Senate. (2000). Minutes of the Faculty Senate Meeting, February 9, 2000. *Faculty Senate Minutes*. Retrieved from <https://scholarworks.uark.edu/faculty-senate-minutes/14>

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Minutes of the February 9, 2000 Faculty Senate Meeting

Present: Officers: Musick, Springer, Allison, Rogers

Senators
(Elected): Graham, Redfern, Brady, Freund, James, Knowles,
Lieber, Neuse, Peven, Schroeder, McKinnon,
Denny, Fort, Lyle, Neighbors, Dennis, Hall, Myers,
Killenbeck, Bailey, Buono, Cordes, Curington, Gay,
King, Kral, R. Lee, Roland, Rom, Striffler, Taylor,
Ziegler

Senators
(Admin.): Bennett, Buono, Geren, Williams, Young

Absent: Officers:

Senators
(Elected): Goodstein, Daniels, Johnson, Oliver, Brewer,
Hoffman, Holyfield, Ricker, W. Lee, White, Caldwell,
Hanlin, Schmitt,

Senators
(Admin.): Dutton, Loewer, Moberly, Scifres, Stegman, White,
Woods

- I. Jerry Musick called the meeting to order at 3:37 PM.
- II. It was moved and seconded to approve the agenda with a change in order by changing Old Business to position IV and New Business to V in front of Reports at position VI. ***motion passes***.
- III. It was moved and seconded to approve the minutes of 1/19/00; ***motion passes***
- IV. Old Business

None
- V. New Business
 - A. It was moved and seconded that Items 990-185 through 990-200, i

be approved. ***motion passes***

Undergraduate Courses and Programs-

 - Item 990-185: Course Revision - ARCH 4026
 - Item 990-186: Course Revision - ARCH 5016
 - Item 990-187: Course Revision - ARCH 5026
 - Item 990-188: Course Revision - ARCH 5162
 - Item 990-189: Course Revision - ARCH 5314
 - Item 990-190: Course Revision - CENG 1113
 - Item 990-191: Course Revision - CENG 1111L
 - Item 990-192: Course Revision - CENG 1123
 - Item 990-193: Course Revision - CENG 1121L

- Item 990-194: Course Revision - CENG 2133
- Item 990-195: Course Revision - CENG 2143
- Item 990-196: Course Revision - CENG 3213
- Item 990-197: Course Revision - CENG 3313
- Item 990-198: Course Revision - CENG 4413
- Item 990-199: Course Revision - CENG 4513
- Item 990-200: Program Revision - B.A. Degree in Architecture

Graduate Courses and Programs-

None

- B. Resolution from AAUP concerning compensation of part time faculty -- (See attachment below)--This resolution was brought to the floor without a recommendation from the Executive Committee. William Etges was given floor privileges to speak toward the resolution that was passed at the Statewide AAUP meeting during October 1999 in Little Rock. Initially, the discussion centered on what type of employee this resolution would effect. Micheal Lieber offered that this would include part time and 100% non-tenure track employees. The discussion also included how part-time people are treated with respect to salaries and benefits. In most cases at the UofA salaries are negotiated at the department level. Dan Bennett stated that benefits are offered when a part time employee is at 50% or higher appointment and that there are about 61 part-time employees on the UofA campus, which comprises only 7% of the total. Tom McKinnon stated that the resolution as formulated does not fit the UofA situation. Michael Buono and Chuck Adams stated that if adopted, securing funds to support this would be a problem and that there would be higher teaching loads for full time tenure track employees. Dan Bennett stated that currently the administration is trying to find monies for a meager 1.5% average merit salary increase for this year.

Bill Springer moved that this motion be referred to an ad-hoc committee for further study and a recommendation for Senate action. This was seconded. ***motion passes***

Jerry Musick requested that senators interested in serving on this committee should contact him.

- C. Equity in 9- vs. 12-month appointments. Motion -- An ad hoc committee will be formed to delineate 1) the faculty benefits which change when a faculty member moves from a nine month to a twelve month appointment and from a twelve month to a nine month appointment, 2) how these benefits change for each type of change in appointment, and 3) recommend any modifications needed in how these benefit changes are implemented to insure the faculty member is treated fairly and equitably by a process they do not control (see attachment below). The motion was seconded.

John King stated that the concern was that employees moving from 12-month to 9-month contracts, and visa-versa, lose benefits such as vacation time. For instance a employee moving from 12 month to 9 month and then back to 12 month would lose accrued vacation time in the process. ***motion passes***

D. Personnel Document from the College of Agricultural, Food, and Life Sciences -- Paul Cronan

The personnel document has been available on the Faculty Senate minutes web site. A motion to accept the personnel document with a change on page 18, section IV D2 "The VC will work with the Chancellor, who in turn will make a recommendation to the University President" to become more aligned with the currently approved review process. The ***motion*** was seconded and ***passed after limited discussion***.

IV. Reports

A. Retention Task Force -- Charles Adams, Chair

The Retention Task Force formed subcommittees to look at the following topics: 1) What is the definition of retention. 2) What academic policies affect retention 3) Student academic performance (FAST program) and 4) Quality of life (resident life). Institutional Research Office found data which supported that our students's parents have about the same educational level as those parents at other national institutions, and retention across colleges at the UofA is about equal. At the end of the last summer a report was submitted to the Vice Chancellor for Academic Affairs, and the committee was disbanded. At the beginning of the fall, 1999 semester, another committee was appointed to continue the study with Chuck Adams as chair. This committee was comprised primarily of faculty. The issues that are currently being addressed are 1) why do students leave and 2) a review of current probation and suspension policies. A site visit to Auburn University is scheduled for early March and will include a visit with their Student Affairs Division and their advising, and retention or similar task force. They will also talk with students. A report will be submitted to the Provost/VCAA by the end of May. Appropriate recommendations will be come to the Senate. In the discussion period Dan Bennett offered that the new retention numbers for Fall, 1999 was 77% which was up from 74% for last year.

B. First Year Experience Task Force -- Johnetta Brazell

The First Year Experience is an important component of the retention effort at the UofA. It focuses on the first year experience for all students, including undergraduate,

transfer, and graduate students. The core emphasis will be to provide each student with (1) an introduction to the UofA. (2) assistance in adjustment to the UofA during the first week and 3) a sense of a safe and comfortable environment. A copy of her Power Point presentation is posted to the Faculty Senate web site with these minutes.

VII. Announcement/Information

None

VIII. Moved and seconded to adjourn at 5:03. - *motion passes.*

Jerry Musick, Neil Allison, Secretary. Minutes approved: 3/8/00
Chair;

Attachment for Item V. B.

Resolution of the Arkansas Conference of the American Association of
University Professors, Adopted at the annual meeting, October 23,
1999.

Whereas:

The treatment of part-time faculty is a barometer whereby the general
status of the profession may be measured.

Whereas:

The status of all faculty is undermined by the degree of exploitation the
profession allows of its members.


Whereas:

Failure to extend to all faculty reasonable professional commitments
compromises quality and risks the stability of the profession and the
integrity of our standing with the public.

Be it resolved that:

Compensation for part-time employment should be the corresponding
fraction for a full-time position having qualitatively similar responsibilities
and qualifications. Compensation should include such essential fringe
benefits as health insurance, life insurance, and retirement
contributions.

Be it resolved that:



The Faculty Senate of the University of Arkansas, Fayetteville calls upon the administration of our institution to implement this resolution and urges all institutions of higher education to implement this resolution.

Attachment for Item V. C. -

Due to the nature of their appointments, faculty members can move from nine month to twelve month appointments as well as move from twelve month to nine month appointments. In moving from a twelve to a nine month appointment, a faculty member's benefits change and that includes the loss of some benefits they earned as a result of their twelve month appointment. Even though a faculty member may return to a twelve month appointment in the future, they are not allowed to have these lost benefits reinstated. In addition, it is often unclear to the faculty member what the change in benefits will actually be at the time they agree to the change in their appointment.