

## Faculty Senate Meeting Minutes November 22, 2019

### I. Welcome and Roll Call

President Nolen called the meeting to order at 1:02 p.m.

Secretary Barrio calls the roll.

*Present:* **CALS** -- Anson, Barrio-Vilar, Clifton, Deiser, Deng, Douglas, LeGrand, Scheidt, Smith, Stone. **CB** -- Hendon, Felan, Leonard. **CEHP** -- Atkins, Grover, Otters, Ruhr, Sadaka, Solomon, Tate, Teague, Vander Putten. **CSSC** -- Golden, Jensen, Lopez Ramirez, Nahrwold, Scranton. **CEIT** -- DeAngelis, Jovanovic, Turner. **LIBRARY** -- Macheak. **LAW** -- Cain. **EX OFFICIO** --- Drale, Bain, Nolen, Wright, Zakrzewski.

*Absent:* **CALS** -- Cheatham, Condran. **CB** -- Woolridge. **CEHP** -- Hamilton, Matson. **CSSC** -- Blevins-Knabe, Giammo. **CEIT** -- Milanova, Shroat-Lewis. **LIBRARY** -- None. **LAW** -- Boles. **EX OFFICIO** -- Weigel.

### II. Review of Minutes from October 25, 2019

Motion to approve the minutes from Wright, seconded by Hendon. Motion approved by acclamation.

### III. Announcements

Motion F has been sent back.

ATLE will be hosting the last Happy Hour event of the semester today at The Rail Yard in East Village, 4:00-6:00 p.m.

### IV. Airing of Grievances (2 minute limit)

Jovanovic: We don't need to be paying people \$200,000+ a year to make across-the-board cuts. Administrators are not paid to do that, but to avoid having to resort to such extreme measures. What does strategic planning look like for us? The uniqueness, funding, and employer support of a program should be criteria for strategic decision planning.

Nahrwold: It bothers me to hear the notion of competition. Competition within the system is not fine. We need to be working with each other.

Zakrzewski: SGA has never thought we were in competition. I'd like to see what else we can capitalize on other than what the President mentioned to "compete" with other institutions within the system.

Jovanovic: Our department has only 3 full-time faculty members with civil engineering credentials (chair, assistant professor, instructor). However, only 1 faculty member with civil engineering credentials has a terminal degree. This does not seem to satisfy the accreditation criteria for EAC/ABET.

The program criteria for civil engineering state that "The program must demonstrate that it is not critically dependent on one individual." The program criteria also state that "the curriculum must prepare graduates to analyze and solve problems in at least four technical areas appropriate to civil engineering," and that the faculty "are qualified to teach the subject matter."

The three existing faculty members with civil engineering credentials have specializations in construction engineering, structural engineering, and geotechnical engineering, which covers only three technical areas of civil engineering, whereas at least four are required for accreditation.

The following civil engineering areas are not covered by the existing full time faculty: (1) environmental engineering, (2) water resources engineering, (3) transportation engineering, (4) geodetic engineering.

Two full-time faculty members with civil engineering credentials and terminal degrees left UA Little Rock over the last two years, but neither one has been replaced because the national searches were cancelled and have never been restarted. Thus, the CVCE and ENVE programs are both in grave danger, with HLC and EAC/ABET on-site accreditation reviews planned for the next two years.

If we want to conduct national searches to replace these two faculty members for the 2020-21 academic year, the positions need to be approved and advertised soon. The department needs to start drafting accreditation self-study reports next August.

Finally, the EAC/ABET general criteria state that "institutional support and leadership must be adequate to ensure the quality and continuity of the program" and that resources "must be sufficient to attract, retain, and provide for the continued professional development of a qualified faculty."

Over the summer, I resigned as the CVCE Coordinator because I did not want to have responsibility for a civil engineering program that does not appear to satisfy accreditation requirements and which has inadequate and insufficient institutional and administrative support.

The CVCE program won a national award from NCEES in 2015, so the slow destruction of this program is heartbreaking for me personally, but more importantly, it must be heartbreaking for the 50+ graduates of the program, for the 80+ students currently enrolled in the program, for the employers that desperately want to hire more of these students to design and build infrastructure and buildings in central Arkansas and around the world.

I do not believe that a strategic planning process would support destroying these two programs. Instead, these programs are suffering because two faculty members happened to depart/retire just before an across-the-board hiring freeze was implemented.

This is why across-the-board actions, which hurt all programs, are so inappropriate and dangerous.

#### V. Introduction of New Topics (2 minute limit)

Zakrzewski: The SGA dead-hour proposal, which was distributed earlier this week, is meant to help not only our student body but also faculty and staff to hold their own meetings without interfering with course offerings.

Nolen asked for a motion to suspend the rules to refer matter for consideration, which was brought up, seconded, and approved by acclamation.

Wright moves to amend the motion to refer to the calendar committee and to be responded by the February Faculty Senate meeting. Records will investigate the course offerings to give the committee an understanding of how course schedules would be affected. Chairs should identify which periods they use more heavily and less heavily to determine their class offerings.

Motion was approved by acclamation.

Nahrwold: What happens to the grievances we have aired? Nolen clarified that those are grievances that are usually not under the purview of the Faculty Senate, but they are documented in the minutes.

#### VI. Reports

## A. UA System President - Don Bobbitt

We acknowledge there is a challenge, but there are things we can control. As the college demographics change, colleges need to anticipate and prepare for new challenges. Some institutions, such as private elite universities, do not have to worry about these changes. We, however, have to be ready.

Expenses continue to grow at a rate of 2-3%. Today we have 70% of the buying power that we had a decade ago. Every institution has raised tuition to face enrollment decline, but we need to start thinking about other ways of generating income so that we don't have to rely solely on student tuition revenue. The strategies considered by Georgia State University can provide us with ideas for solutions and best practices. Several leaders in the system, the institution, and the city have spoken to the importance of UA Little Rock for the city.

### Questions/Concerns:

There is competition within the system. For example, downtown UA Fayetteville facilities are in direct competition with UA Little Rock. President's response: A prominent leader in Little Rock offered UA Fayetteville this opportunity. The Board of Trustees considers whether the existing programs are meeting the needs. The Board won't support programs that are not successful.

Considering metrics to determine class sizes: If a class has less than 100 students per class, it should be considered a small class. Question: Does the BoT have metrics? President's response: I understand there are some classes where 100 students are a small class, and others where critical thinking and problem-solving skills are crucial and for which 100 students would be too much. In Georgia State they have made changes so the curriculum highlights how the curriculum translates into the realities that students will face after graduation.

What are other options for funding besides tuition? What do we do to fund our university other than by raising tuition, which families can't afford? Response: City tax reductions have helped other institutions in that regard. The BoT's goal is to help UA Little Rock. You need to play up what you have: city amenities, etc. An extra 3,000 students would help your financial situation.

The free market logic does not work if we are not working on a leveled playing field. Is there a plan from the BoT? Response: Advantages of this institution: location, cost. ASU, Memphis, Texas schools are also your competition, not just UA Fayetteville.

Why do we have to be in competition within the system? Response: I don't have numbers for the financial impact of the downtown area, but they are not too high. Bowen is another advantage UA Little Rock has. You are less expensive than Fayetteville, and you have faculty that are competitive in their areas of expertise.

Have the mayor and the city discussed concrete ways to support UA Little Rock? Response: I don't know of any concrete examples, but I know they consider it a very important part of the city. The mayor would be receptive to concrete examples that would help the institution.

One of the problems is that we've allowed some things to be done across the board, as opposed to strategic cuts. For example, an across-the-board hiring freeze. The BoT should also make strategic decisions to help UA Little Rock. Response: I have no concerns for the ability of this institution to show improvement. Across-the-board cuts should only be done as a one-time short-term solution.

#### B. Chancellor's Report - Christy Drale

I've been having conversations with BoT and the System Office to make sure they understand our value proposition, why it's important that we are here in the state, what our mission is. They understand and support that. We are not ignorant of our reality and are making plans and taking actions to fully address our challenges. Some of the internal challenges are harder to deal with than the external challenges. They are willing to give us a chance and are confident about what we are doing. They are not prepared as a BoT to make a strategic plan for the entire system that would help us.

The mayor is a member of our Board of Visitors and has voiced his support to our institution. When people ask us, "How can I help you?," we need to have an answer for that. We need to have answers for the mayor and others regarding the University District, for example.

#### Questions/Comments:

Wright: Former Chancellor Joel Anderson had a plan and graphics to make changes to University Ave. We could use that as a starting point for the mayor. Perception of crime is still an issue.

There is a lack of communication about how programs, deans, etc. are going to be handled. Chancellor Drale doesn't want to make any rushed decisions, even though she also acknowledges the urgency of our situation. She has asked Vice Chancellors for budget cuts that don't impact people in positions currently filled. She will be analyzing those reports and

recommendations in the next couple of weeks so she can announce some cuts before we start the winter break. She will also consider the IEC scenarios, etc.

We were told that by the November meeting, we would have to have a 5 million dollar cut. Is there a new target for budget cuts? Chancellor Drale clarified that what we needed is to have a plan, not necessarily cuts. She considers senator Jovanovic's criteria a great idea that will be considered.

Broadening of discussions

Chancellor addressed [the article in the \*Arkansas Democrat Gazette\*](#) about the audit report about budget controls. In the past, the university would submit a budget to the BoT, every spring. After it was approved, we were also rolling our reserves and planned funding.

For all of the restricted revenue--let's say you got a 3-year grant--we'd put 100% of that in the budget, even though we only plan to spend about a 3rd of that in a year, so it looked like we had a budget of a lot more money than what was being approved.

Change of philosophy? Response: UA Little Rock, along with pretty much every university in the country, has to rethink how we are going to adapt.

Do we owe more money than what was in the paper? Response: No, we don't owe \$100 million. We're still at the \$11 million.

What about the recommendations that come from IEC about processes? Response: The implementation side has not made much headway. There seems to be fairly strong resistance. We're doing great things in Student Affairs, so I wouldn't want to put someone in charge of those processes. As for the areas you are concerned about, I am aware and working on it.

C. Provost's Report - Ann Bain

Thanks to Brian, Erin, and George for their work. There are concerns from our sister schools about HLC.

We are waiving the graduate application fee.

Someone in the Chamber of Commerce has volunteered to do 2 focus groups in February to identify how they can help us. Starting in January, we will have focus groups with faculty and staff on campus. An external person will be brought in to lead this. Questions to consider: What

are our strengths? What are our challenges? How do we see our future? Etc. IEC will be sending out questions in the spring. We need your input when discussing the potential cost cutting strategies brought up by the IEC.

They're working on making the energy curtailment seamless.

The carry-on trolleys with Chrome books, which Cody Decker was hoping to get, have been donated by the Board of Visitors.

We are currently discussing the Faculty Excellence Awards.

Work Day will be transformational to us: It will take care of the onerous tasks we've had to deal with in the past and provide us with useful data.

Thank you to the Retention Committee, which has come up with great ideas.  
Thank you for participating in the All-In Campaign.

I've asked the unit heads to revisit the vacant positions they currently have so we can prioritize according to their needs.

Comments: There are a lot of web pages and content on the university web site that need to be updated; there are a lot of dead links. Searching our web site is becoming harder because you have to use the exact term. The A-to-Z option has disappeared. The HLC will be looking at our website.

On the undergrad program page, for example, the Environmental Engineering program is not listed. Nobody has voted to get rid of this program, yet it has disappeared. Response: Erin Finzer will speak to the Office of Communications to work on this.

What is the status of approving departmental governance documents? Response: Our goal is to work with Rosalie Cheatham to get the 12 documents done as soon as possible.

Motion later on in agenda for academic planning: The worst thing we can do is to resort to "My program has to be aggressive in wiping out someone else's program to be successful." There seems to be an internal conflict about winners and losers. Maybe the Provost can put forward concepts to address this conflict. Response: You have to be the voice for your units as things move forward, and we can be the voice to the community as a whole.

D. Executive Committee - Amanda Nolen

At the October meeting we had a vibrant conversation with Brian Berry about the IEC and transparency. The most recent IEC minutes have been posted this morning in the IEC Blackboard shell.

Administrator privileges for faculty on their computers: All campuses must meet these standards and policies. The role of the Technology Committee was to create an official communication between ITS and the faculty. We will get a report in our January meeting.

Item B: Motion FS\_2019\_30 is an attempt to bring in faculty formally into the conversations that pertain to faculty hiring practices, resource allocation, etc.

#### E. Council Reports

1. Council on Core Curriculum and Policies - Report available on the Faculty Senate website.
2. Undergraduate Council - Report available on the Faculty Senate website.
3. Graduate Council - Report available on the Faculty Senate website.

#### VII. Old Business.

None

#### VIII. New Business

A. **Motion FS\_2019\_29.** Executive Committee (Legislation. Majority Vote at one Meeting, no second required) Fall 2019 graduates

**Be it resolved** that those applicants completing all requirements for various degrees in the 2019 Fall Semester shall be approved for graduation. (see [ualr.edu/facultysenate](http://ualr.edu/facultysenate) for a list of candidates for graduation, current as of 11/15/2019).

Comments: Motion approved by acclamation.

B. **Motion FS\_2019\_30.** Executive Committee (Legislation. Majority Vote at one Meeting, no second required.) Resolution on Reporting of Resource Allocation

**Whereas** UALR faculty have authority over the generation and modification of academic programs;

**Whereas** academic programs have been approved by the faculty, the Chancellor, the UA System, and the state of Arkansas Coordinating Board;

**Whereas** inherent within that approval is a commitment to appropriately staff and resource those programs;

**Whereas**, in particular, the approval of faculty lines (i.e., visiting, non-tenure track, and tenure track) are vital to the continued viability of academic programs;

Whereas policies are in place whereby academic programs can be cancelled, either for lack of graduates ( BP 620.1), academic planning (BP 405.5) or lack of institutional resources (BP 405.5); and

**Whereas** decisions on where those faculty lines are appointed will have long-lasting effects on academic programs and curricula across the university.

**Therefore, be it resolved** that the faculty senate recommends that a comprehensive academic plan be created with appropriate faculty input using the standing committees of the faculty senate;

**Be it resolved** that a regular reporting process that documents the approving/denying of faculty lines including the initiation of the request from faculty/chair (UA Board Policy 405.1), the Deans' recommendations, prioritization and justifications, and the Provost's approval/denial and justifications be instituted. These reports will be made to the appropriate college assembly for college level decisions and to the faculty senate for university level decisions beginning immediately for academic year 2019-2020; and

**Be it resolved** that the Provost will submit a report to the faculty senate summarizing faculty hiring decisions for AY 17-18 and AY 18-19, which includes a list of specific faculty lines that have been requested, approved, and denied with justifications for the approval/denial.

*Commentary:* Decisions about academic resource allocation, particularly faculty lines, require broad input and discussion across units and colleges. Currently, decisions are being made about cutting and reallocating resources without a comprehensive academic plan. These decisions have long-lasting effects on faculty workload, program viability, and students' ability to successfully matriculate through academic programs. Developing an institutional academic plan is a necessary, but long process. In the meantime, in order to fulfill our authority over academic programs, the faculty senate expects full transparency of prioritization of faculty lines going back to AY 2017-18.

Comments/Questions:

There are concerns about developing more procedures and policies that may slow down the process. Is it a problem of management or of process? Having faculty involved in college-wide discussions of resource allocations is important. We should be able to see where colleges are investing and divesting. Chancellor Drale clarified that what is being proposed is a resolution that is appropriate. It only adds more responsibilities to each college assembly. To make informed decisions about resources and hires, college assemblies may have to consider meeting more regularly or consider developing a subgroup to take care of these matters. There is currently no forum where this information is distributed or discussed.

Motion is passed by majority.

**C. Motion FS\_2019\_31.** Executive Committee (Legislation. Majority vote at one meeting, no second required) Modify Article IV of the UA Little Rock Constitution of the Assembly.

**Be it resolved** to place on the April University Assembly Agenda a motion to modify Article IV of the UA Little Rock Constitution as shown in Appendix A (underline indicates addition; strikethrough indicates deletion); and

**Be it further resolved** that upon approval, implementation of changes will occur in July 2020.

*Commentary:* This modification to Article IV of the Constitution gives colleges and schools the responsibility of developing a process by which regular, college-wide consultation is provided for academic resource allocation. The modification also stipulates that until a college or department governance document has been approved, they will follow the generic college and department governance documents respectively.

Comments/Questions: 1. Colleges can do this immediately under existing orders of business. We don't need a change to governance documents. 2. Senate legislation that comes from the BoT trumps all of this. 3. We do not intend for this to be delayed by governance document approval processes.

Motion approved.

**D. Motion FS\_2019\_32.** Academic Calendar and Schedules Committee. (Legislation. Majority vote at one meeting, no second required.) Calendar and Schedules Policy (514.7, 404.11).

**Be it resolved** to amend the Calendar and Schedule Policy (Faculty Senate Minutes 4/27/2018, 3/30/2018, 4/21/2017, 3/31/2017, 2/17/2017, 10/23/2015, 5/1/2015, 3/30/2012, 12/5/2008,

4/16/2003, 12/5/2003, 4/23/1999, 3/20/1998, 2/6/1998, 12/1/1988, 4/2/1986, 4/2/1986,  
3/30/1983, 4/30/1981, 5/6/1980, 3/20/1980, 5/1/1979, 2/10/1971

**Be it further resolved** that upon approval, the changes would immediately be in effect.

*Commentary:* The proposed additions and modifications to the existing calendar and schedules policy will put in place all of the necessary constraints to generate academic calendars.

Comments/Questions:

Cain asked that an exception be made for the Law School.

Wright: We don't define anywhere what the numbers 510, 520, 530, . etc. are, so I don't know if we can put in legislation these numbers without a definition of what these numbers mean. I'd like to recommend the addition of a footnote at this point, so we can define 510, 520, 530, etc., and then ask that those definitions be referred to us presumably through the registrar.

Leonard: We have to overlap our five week terms to make them fit, so we would like to make an exemption with the business schools.

Nolen: That is something you would have to take up with the Academic Calendar & Schedules Committee, but I imagine they would allow that.

Hendon asked for an exception to be made for the School of Business, so that their 5-week classes can overlap.

Hendon makes motion to amend to 5/19 on the "Grades for the Fall Semester may not be due after 12/23. Grades for the spring semester may not be due after 5/15."

Wright: Could I ask that the author of this motion change it slightly so that grades for Fall semester - that grades may not be due after the end of the semester might cover everything? So, two days after the end of the semester?

Hendon: Yes, absolutely.

The amendment is to remove specific dates and state that grades will be due two days after the end of the semester.

A recommendation is made to amend the amendment to delete the sentence altogether.

Hendon: Is there somewhere else that talks about grades due?

Nolen: Yes - in the paragraph above. So, there's an amendment to remove these two sentences?

The calendar will clearly state when grades are due.

Jovanovic makes a motion for an amendment. The amendment is to change “for a full nine week and seven week terms as two complete business days.” Wright comments on the motion, arguing against it saying there are situations where we might need three days.

Motion proposed by Jovanovic seconded. Seconded. Motion passed.

Motion by Hendon to remove sentences after the first paragraph under section titled ‘Time Between Final Exams and Grades Due’. Seconded. Motion passed.

Nolen: The next clause is for unique calendars & special clientele - no changes

Wright: This might be the place to put changes related to the business college and the law school because I think this was the general intent of this paragraph. This sort of covers them, but this might be the perfect place to put something specific.

Nolen: We’ll keep the footnotes as they are and if we have to revisit them in the future, they will.

Jovanovic makes a recommendation to add “Law school will be responsible for its own academic calendar.” No official motion proposed.

Nolen: Moving on to Academic Calendar Plan ...

Motion to remove the strikethrough and revise to: “That the Calendar and Schedules Committee in consultation with the Office of the Registrar will prepare the academic calendar ~~three~~ five years in advance of the current year and present to the Faculty Senate for approval.”

Motion passed.

Wright moves to amend this clause to say, “The calendars will be published at least three years in advance of the current year.”

DeAngelis: So we will have approved calendars for five years, but published for three?

Nolen: A minimum.

Motion passed.

Nolen makes a motion to accept the proposal from the Calendars and Schedules Committee with amendments. Motion passed.

**E. Motion FS\_2019\_33.** Academic Transfer of Credit Committee. (Legislation. Majority vote at one meeting, no second required.) Transfer Admissions Policy

**Be it resolved** to amend the transfer student admission requirements of the Admissions Policy (Policy 502.1; 04/30/1990) as indicated in Appendix C (underline indicates addition, strikethrough indicates deletion); and

**Be it further resolved** that upon approval, implementation of changes will be effective as of July 2020.

*Commentary:* This revision only applies to transfer applicants, not freshman-transfer. The admission of freshman-transfer currently depends solely on high school transcripts and test scores. Transfer admissions depends solely on the college record.

There are two substantive changes to the admissions policy:

- (1) Automatic admission if the student earned an AA/AS/AAS from their immediately previous institution;
- (2) Automatic admission if the student last attended a post-secondary institution 7 or more years prior.

Comments: Motion passed.

**F. Motion FS\_2019\_34.** Executive Committee. (Legislation. Majority vote at one meeting, no second required.) Additional Baccalaureate Degrees.

**Be it resolved** to amend the Degree Requirements Policy (Policy 507.1; Faculty Senate Minutes: 10/20/2017, 4/10/2015, 12/5/2014, 10/24/2014, 3/15/2013, 2/15/2013, 3/30/2012, 5/7/2004, 4/18/2003, 4/19/1994, 4/24/1992, 4/19/1989, 10/17/1985, 3/30/1983).

**Baccalaureate Degree Requirements**

To receive a baccalaureate degree, a student must complete 120 hours (Academic majors and colleges may specify additional and/or more restrictive requirements) of which 30 hours must be in residence and 45 must be upper level (3000 level or above). At least 15 require more than 120 semester hours of college credit if prior approval has been granted by the Board of Trustees or it is a requirement of an independent licensing or accrediting body. Program faculty can make reasonable substitutions for program requirements for a student.

### **Additional Baccalaureate Degrees**<sup>[1],[2]</sup>

Additional baccalaureate degree(s) may be conferred subject to these provisions:

- Students must complete at least 30 credit hours in residence, including courses completed previously at UALR, but excluding transfer credit, credit-by- examination, experiential credit, and repeated courses.
- All program requirements must be completed for each additional baccalaureate degree. ~~Courses completed within the previous degree(s) that satisfy requirements for additional program(s) may be accepted as satisfying program requirements for additional degree(s), subject to approval by the program faculty.~~
- Courses completed at another institution are transferable per the Course Transfer Policy (517.1).
- If not taken as a part of another baccalaureate degree, a course in United States history or government (HIST 2311, HIST 2312 or POLS 1310) must be completed, see “General Education Policy (503.3). U.S. Traditions: United States History or Government Requirement.” However, other general education requirements are not applicable to additional baccalaureate degrees.  
(Academic majors and colleges may specify additional and/or more restrictive requirements.)

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<sup>[1]</sup> The first degree may be awarded at UA Little Rock or it may be accepted in transfer (FSM\_2017\_1).

<sup>[2]</sup> The catalog for each of the degrees may be different, although all requirements for the first degree must be drawn from the same catalog (FSM\_2017\_1).

**Be it further resolved** that upon approval, these changes will be implemented in July, 2020.

*Commentary:* This modification to the policy clarifies and standardizes how courses completed at another university will be treated when students are pursuing a second baccalaureate. Under current policy, courses completed as part of a first degree may be applied to a second degree, but

at the discretion of program faculty. This creates an opportunity for inconsistent application of the policy.

Comments: Motion F was referred to the Admissions and Transfer of Credit Committee.

**G. Motion FS\_2019\_35.** Executive Committee. (Recommendation. Majority vote at one meeting, no second required.) Recommend elimination of UA Little Rock Policy 204.6.

**Be it resolved** that the Faculty Senate recommend that UA Little Rock Policy 204.6 Interactions with Government Officials (Appendix D) be eliminated;

Be it further resolved that the Faculty Senate recommend the institution follow the UA Board of Trustees Policy 465.1 Political Activity (Updated 3/2016); and

**Be it further resolved** that upon approval, this change be implemented immediately.

*Commentary:* The UA Little Rock policy 204.6 Interactions with Government Officials places restrictions on faculty that extend beyond the UA Board of Trustees policy to include providing expert testimony and working with professional organizations. These restrictions give the Office of Government Relations authority over these faculty activities which are protected by academic freedom. The UA Board of Trustees Policy 465.1 is concerned with restricting faculty and staff from lobbying legislators on behalf of the university. This is a reasonable expectation and preferable to the university policy.

Comments: Motion to remove Policy 204.6 was passed.

**H. Motion FS\_2019\_36. Committee on Tenure.** (Legislation. Majority vote at one meeting, no second required.) Freedom of Speech and Thought.

**Be it resolved** that the University of Arkansas at Little Rock hereby adopt the following freedom of speech and thought principles and rules:

“Faculty shall not be restricted from communicating with members of the public, whether part of the UALR community or the public at large, on any matter except for matters in any way prohibited by state laws and rules and federal laws and regulations, other than delineated below:

(1) The school may impose reasonable time, place, and manner restrictions while the employee is working.

(2) Nothing in this policy shall be construed to interfere with state laws and rules and federal laws and regulations for the prohibition of discrimination.”

**Be it further resolved** that if approved, this legislation would go into effect immediately.

*Commentary:* The faculty and administration understand that specific protections found in this Freedom of Speech and Thought Policy will augment the terms of Policy 403.25 – Academic Freedom Statement by adding additional and specific protections upon which faculty can rely – providing faculty with the additional free-speech and thought assurances that foster the purposes set forth in the Academic Freedom Policy. The faculty and administration want to ensure that private and public speech of academics are generally protected, subject to the reasonable restrictions below, so as to ensure an overall environment that fosters the academic and intellectual-pursuit goals articulated above.

Comments:

Friendly amendment to change UALR to UA Little Rock.

Motion FS\_2019\_36, with friendly amendment, passed.

**I. Motion FS\_2019\_37** Executive Committee. (Legislation. Majority vote at one meeting, no second required). Add the Freedom of Speech and Thought to the Academic Freedom statement (Policy 403.25)

Be it resolved that if approved by the Faculty Senate, that the Freedom of Speech and Thought language in FS\_2019\_36 be added to Policy 403.25 as shown in Appendix E.

Comments: Motion FS\_2019\_37 passed.

## **IX. Open Forum**

This campus needs to push back on the President’s remark that competition within the university system is healthy. We should draft a statement with our opposition to this idea.

## **X. Adjournment at 4:07 p.m.**

## **Appendix A: UA Little Rock Constitution of the Assembly**

### IV. Department, School, and College Governance

The faculty of each college or school shall develop a governance document that specifies written policies and procedures for conducting business and shall hold meetings at least once each semester of the nine-month academic year. Unless provided otherwise in the governance document, additional meetings shall be held upon written call signed by one-fourth or more of the full time faculty. In addition, meetings shall be held on written call of the dean.

The governance document shall be submitted for review first to the dean, then simultaneously to the executive vice chancellor and provost and to the Faculty Governance Committee, and finally to the Chancellor for approval. Each review shall be accomplished within 30 calendar days and comments from the reviewers shall accompany the document as it is forwarded throughout the review and approval process. The review of governance documents must occur during the regular nine-month academic year. Upon the agreement of the dean, executive vice chancellor and provost, and two representatives of the faculty governance committee, the review time may be extended to ninety days. Said policies shall not be in conflict with provisions outlined in the *Faculty Handbook*. Until such a time that a college governance document is approved, the unit shall follow the UA Little Rock Generic College Governance Document.

Responsibilities of colleges and schools are as follows:

1. By secret ballot to elect representatives and one alternate for each representative to the Faculty Senate, the Undergraduate Council, the Graduate Council, the Council on Core Curriculum and Policies, the Committee on Tenure, and the Appeals Council. Election as an alternate will be for a one-year period only, and an alternate will serve only in the event of a vacancy. Each college or school will provide a list of alternates (by position) to the Executive Committee of the Faculty Senate on an annual basis.
2. To study college or school curricula. Each college or school shall establish its own curriculum process. Routing of curriculum and program proposals shall follow the procedures outlined in the description of the Undergraduate Council, the Council on Core Curriculum and Policies, and the Graduate Council.
3. To provide consultation for decisions about resource allocation including faculty lines. This consultation must include faculty from across the college in addition to unit heads. This process shall be determined by the respective college and school assemblies, and routed through the governance approval process described above.

The faculty of each department shall develop its own policies and procedures for conducting business and shall hold meetings at least once each semester of the nine-month academic year for the purpose of discussing and acting upon departmental affairs. In addition to the methods of calling meetings specified in an approved governance document, faculty meetings may be convened by a written call of the department chairperson or by a written call of one-fourth or more of the full-time faculty. The governance document shall be submitted for review first to the department chairperson, then to the dean, then simultaneously to the executive vice chancellor and provost and to the Faculty Governance Committee. After such reviews, the document is forwarded to the Chancellor for approval. The review shall be accomplished within 30 calendar days and comments from the reviewers shall accompany the document as it is forwarded throughout the review and approval process. The review of governance documents must occur during the regular nine-month academic year. Upon the agreement of the dean, executive vice chancellor and provost, and two representatives of the faculty governance committee, the review time may be extended to ninety days. Such policies shall not be in conflict with provisions outlined in the Faculty Handbook. Until such a time that a department governance document is approved, the unit shall follow the UA Little Rock Generic Department Governance Document.

Appendix B: Calendar and Schedules Policy (514.7, 404.11)

### **Classes begin and end dates**

Fall full-term classes shall begin no earlier than August 18th and no later than August 26th. The full-term session shall end no earlier than December 12th and no later than December 19th.

Spring full-term classes will start relative to Martin Luther King Jr. Day<sup>1</sup> such that the session shall end no earlier than May 12th and no later than May 17th.

Summer full-term classes will start relative to Memorial Day<sup>2</sup> such that the session shall end no earlier than August 2nd and no later than August 10th.

Succeeding part of term sessions (i.e. 520, 530 and 720) may not start until the completion of the preceding session (i.e., 510, 520 and 710). There is an exception for session 910 and 920, which must overlap to allow adequate days for the overall length of the semester.

### **Time between classes**

That the time between classes be ten minutes and be standardized throughout the class schedules. Evening classes will begin at 6 p. m. with a ten minute interval between class periods.

### **Class Blocks<sup>3</sup>**

In order to facilitate usage of class rooms and allow students to create meaningful schedules, all classes that use class rooms on the University of Arkansas at Little Rock main campus must adhere to the defined class blocks. Classes which do not use class rooms on the main campus may develop start times and class blocks that suit their clientele.

Classes must be scheduled to start at the start time, but may end any time before the end of the class block and may use any of the days in the class block. Any class in which a portion of the class will extend across multiple class blocks requires approval of the department chair (or equivalent) or designee with notification to the Registrar.

- The start times for MWF morning classes shall be 8:00, 9:00, 10:00, and 11:00. The class block shall be 50 minutes long.
- The start times for MWF afternoon classes shall be 12:15, 1:40, 3:05, and 4:30. The class block shall be 75 minutes long.
- The start times for MW evening classes and TR evening classes shall be 6, 7:25, 8:50. The class block shall be 75 minutes long.

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<sup>1</sup> IF MLK day occurs on Jan 15 – 20, Classes begin the following day on Tuesday, January 16 – 21). IF MLK day occurs on January 21, Classes will begin on the Monday, One (1) week prior to MLK Day.

<sup>2</sup> If Memorial Day falls on May 25 through 29, Classes will begin the following day on Tuesday. If Memorial Day falls on May 30 or 31, Classes will begin on the Monday prior to Memorial Day.

<sup>3</sup> Implementation date: Spring 2018 semester.

- The start times for TR classes shall be 8:00, 9:25, 10:50, 12:15, 1:40, 3:05, and 4:30. The class block shall be 75 minutes long.
- The start times for M, W, T, R evening classes shall be 4:30, 6, 7:25. The class block shall be 160 minutes long.

### **Credit Hour Policy**

All credit-bearing courses (undergraduate, graduate, professional), with the exception of courses offered by the William H. Bowen School of Law<sup>4</sup> must adhere to the standards laid out in this policy.

Each credit hour awarded by UA Little Rock is expected to require a reasonable approximation of the Carnegie Standard Hour for student achievement of course learning objectives following common practice in higher education.

### **Standard Delivery Mode for a Credit Hour**

The standard for UA Little Rock will be to award 1 hour of credit for 750 minutes of direct faculty instruction and 1500 minutes of out-of-class time. The 750 minutes of direct faculty instruction per 1 hour of credit includes in-class assessment and exams as well as the final exam period. Each credit hour awarded must achieve this standard as a minimum.

The department/program faculty offering a course is responsible for assuring that the content of that course, as articulated in the course description, course learning objectives, and level of the course, satisfies this standard.

It is the responsibility of the department chair (or equivalent) or designee to schedule course meeting times that ensure the required contact time (including deviations below) within the academic semester (fall, spring) and the summer session.

It is the responsibility of the course instructor to deliver the content within the schedule of course meeting times. In the event that scheduled activities cannot be delivered (for instance, snow days, holiday, technological failure, or instructor absence), the department/program faculty has the responsibility for making reasonable accommodations to deliver the content.

### **Deviations from the Standard:**

A course that deviates from the Standard (for instance, a course that does not offer a final exam) or that uses a delivery mode other than the Standard (for instance, a laboratory) must indicate the deviation in the syllabus and provide a justification demonstrating how the course will achieve

<sup>4</sup> The William H. Bowen School of Law is accredited by the American Bar Association Council of the Section of Legal Education and Admissions to the Bar (“ABA”), which has been designated by the Department of Education as the law school accreditation agency to ensure compliance with federal regulations. ABA Accreditation Standard 310 governs the determination of credit hours awarded for coursework and is consistent with federal regulations.

results equivalent to the Standard. A department/program faculty may adopt systematic deviations and equivalencies for alternative delivery modes in lieu of a statement on the syllabi.

### **Time Between Final Exams and Grades Due**

That all academic calendars will provide adequate time for grading between the administration of final examinations and the deadline for reporting grades to the Office of the Registrar. Adequate time for grading is defined for full, 9-week, and 7-week terms as a minimum of two complete business days between the administration of the last regularly scheduled examination and the deadline for reporting grades to the Office of the Registrar. One complete business day is the minimum for 5-week terms.

Grades for the Fall Semester may not be due after 12/23. Grades for the Spring Semester may not be due after 5/15.

**Final Exams**

Consultation Day will be the first business day after the last day of classes. Faculty should be available to consult with students during business hours (8:00 am - 4:00 pm).

Meetings and other required activities involving either students or faculty may not be scheduled on Consultation Day.

Final exams for the fall and spring semesters on the main campus will be scheduled during the period of five consecutive business days following consultation day, except for final exams in Math 1302 and 1321, which may be held on Consultation Day from 4:00pm - 6:00pm.

All other final exams will be scheduled based on the Class Block:

	If your class meets:	Then your final exam will be:
M, W, F Classes	8:00am MWF	W 8:00 - 10:00am
	9:00am MWF	F 8:00 - 10:00am
	10:00am MWF	W 10:30am - 12:30pm
	11:00am MWF	F 10:30am - 12:30pm
	12:15pm MWF	M 10:30am - 12:30pm
	1:40pm MWF	W 1:30pm - 3:30pm

	3:05 pm MWF	M 1:30pm - 3:30pm
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T, R Classes	8:00am TR	R 8:00am - 10:00am
	9:25am TR	T 8:00am - 10:00am
	10:50am TR	R 10:30am - 12:30pm
	12:15pm TR	T 10:30am - 12:30pm
	1:40pm TR	R 1:30pm - 3:30pm
	3:05pm TR	T 1:30pm - 3:30pm
Evening Classes	4:30pm MWF or W only	W 4:00pm - 6:00pm
	4:30pm M only	M 4:00pm - 6:00pm
	4:30pm TR or R only	R 4:00pm - 6:00pm
	4:30pm T only	T 4:00pm - 6:00pm
	6:00pm MW or W only	W 6:00pm - 8:00pm
	6:00pm M only	M 6:00pm - 8:00pm
	6:00pm TR or T only	T 6:00pm - 8:00pm
	6:00pm R only	R 6:00pm - 8:00pm
	7:25pm MW	M 6:00pm - 8:00pm
	7:25pm TR	R 6:00pm - 8:00pm
	7:25pm T only	T 8:00pm - 10:00pm
	7:25pm W only	W 8:00pm - 10:00pm
	7:25pm R only	R 8:00pm - 10:00pm
	7:25pm M only	M 8:00pm - 10:00pm

	8:50pm TR	T 8:00pm - 10:00pm
	8:50pm MW	W 8:00pm - 10:00pm

Classes which occupy more than one Class Block will use the earliest Class Block's Final exam time.

### **Holiday/Vacation Classes**

That a holiday or vacation period in the class schedule begin after the last class period of the last class day before a holiday. If Friday is the last class day before a holiday, scheduled Saturday classes shall be held.

### **Spring Break**

~~That academic calendars be changed to show “TBA” in place of any indication of dates for Spring Break. Spring break will be identified on the academic calendar as beginning~~ UA Little

Rock spring break will coincide with the “common spring break for public schools” as directed by the Arkansas State Code<sup>5</sup> (A.C.A. § 6-10-106) for elementary and secondary schools. The break will begin on the Sunday before the week of the spring break, and concluding on the Saturday after the week of spring break.

### **Fall Break**

~~That the Academic Calendar and Schedules Committee create two plans, one with a Monday- Tuesday Fall break and one without the Fall Break to be presented to the Faculty Senate in the long-term calendar plan and that a campus-wide mailout of the two plans occur prior to the Faculty Senate’s debate on the matter.~~

Fall break will be identified on the academic calendar as beginning on the Sunday before Thanksgiving the week of Fall break, and concluding on the following Saturday after the week of Fall break.

### **Unique Calendars for Special Clienteles**

It is understood that Departments and Colleges are encouraged to set special course schedules to accommodate their particular clienteles. To that end, the Executive Vice Chancellor and Provost may approve limited variations from the normal schedule to enable units to accommodate unique clienteles, e.g. for public school teachers during the summer months, or to test experimental or innovative approaches to meeting student needs.

### **Academic Calendar Plan**

That the ~~Calendar and Schedules Committee~~ Office of the Registrar will prepare the academic calendar ~~three~~ five years in advance of the current year and present to the Faculty Senate for approval.

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<sup>5</sup> The Arkansas State Code states that the common spring break begins on the Monday of the 38<sup>th</sup> week of the school year. The thirty-eighth week is calculated by counting from the first week in July that begins on a Sunday.

## **Changes in Calendar Dates**

During an academic semester, the Faculty Senate Executive Committee may legislate changes to calendar dates for that academic semester on behalf of the Faculty Senate.

## **Summer Schedules**

~~That two six-week terms, preceded by a two-week interim term be established as the basic format for scheduling summer course offerings. Summer course offerings may be scheduled for shorter or longer periods if classroom space is available. That the first summer term be scheduled to begin in the first week of June.~~

## **Citation and Modification**

This policy must be cited in any curricular documents that excerpt it (such as the Undergraduate Catalog) and the Faculty Senate Executive Committee (or their designee) should review those documents before they are finalized. Wherever there is a substantive conflict between the document which quotes this policy and this policy, this policy shall be followed.

The Policy can be modified through legislative action of the Faculty Senate (see Article III of the Constitution of the Assembly of the University of Arkansas at Little Rock).

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## Appendix C: ADMISSION OF TRANSFER STUDENTS (4/30/1990)

The Admissions credentials for transfer students must include:

1. Completed application for admission
2. Official transcript(s) for each college previously attended (must be sent to ~~UALR~~ UA Little Rock by the college)
3. ~~An Arkansas Certificate of Immunization for Institutions of Higher Education~~ Proof of two MMR (measles, mumps, and rubella) immunizations (required of all applicants born after January 1, 1957).

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Students who have twelve or fewer acceptable transfer credits from another college or university must meet all of the admission requirements for entering freshmen. A previously enrolled student who has attended another institution since attending UA Little Rock must reapply for admission and submit the additional official transcript(s).

Students with more than twelve transferable college credit hours from a regionally-accredited institution who have earned whose previous college work is at least a 2.0 cumulative GPA, or who have earned an AA/AS/AAS degree from their immediately previous regionally-accredited institution will be admitted in ~~Regular Student Status.~~

~~If the previous college work is below a 2.00 GPA, the student may be admitted, and if admitted, will be placed in Conditional Student Status. (See Conditional Student Status section).~~

Transfer students applicants with less than a cumulative 2.0 GPA ~~are required to~~ may

petition the Admissions and Transfer of Credit Committee for admission. The initial enrollment of students admitted on appeal may be limited and their hours may be further limited by a contract approved by the Admissions Committee.

Transfer credit will be evaluated only after a completed application for admission and final transcripts have been received. ~~Only grades of C or better earned in regionally accredited institutions will transfer to UALR. Within the University of Arkansas system, grades of D earned since the fall semester of 1972 will transfer. Department faculty in a student's major field may require students to repeat courses in which they earned a grade of D.~~

~~Transfer students who have been academically suspended from another college or university, who have completed their suspension and who are eligible to return to the school from which they have been suspended may be eligible for admission to UALR and, if admitted, shall be placed on academic probation. If admitted, such students shall be limited to 13 credit hours or less in each term they are enrolled until they have achieved good academic standing.~~

Transcripts from institutions not accredited by the regional accrediting associations will be handled at the discretion of the University registrar. Students presenting such a transcript may be given provisional credit subject to the satisfactory completion of further work at UALR Little Rock in subjects for which they are asking advanced standing credit. However, such transcripts may be refused altogether.

Only official transcripts will be accepted for evaluation. They must include complete records of the courses taken at all other institutions and be sent to UALR Little Rock by the institution. The registrar may also request that a catalog or bulletin of the year covered by the transcript be presented.

#### ~~CONDITIONAL STUDENT STATUS~~

~~A first time entering freshman who do not meet all of the requirements for regular student status (see above) may be admitted conditionally to the university if s/he has satisfied at least one of the above listed requirement. A student admitted in conditional status shall be placed on probation and may enroll for up to thirteen hours under a contract arrangement. Deficiencies in composition, reading and mathematics, as ascertained by subject area ACT score (or equivalent SAT) must be remediate prior to exit from University College. This remediation should be completed within the student's first thirty hours of course work.~~

~~Transfer students with less than a 2.0 GPA are required to petition the Admissions and Transfer of Credit Committee for admission and their hours may be further limited by a~~

~~contract approved by the Admissions Committee.~~

~~The University is not obligated to admit all students who may qualify to be admitted conditionally. If the number of students applying for consideration to be admitted conditionally exceeds the availability of appropriate developmental courses, the University may deny admission until such time as appropriate developmental courses become available.~~

## PROVISIONAL ADMISSION FOR TRANSFER STUDENTS

~~Transfer students lacking valid ACT or SAT scores, high school or college transcripts, or GED scores may who have not submitted all official academic credentials necessary for admission be admitted provisionally provided that official in-progress transcripts support admissibility. Students must submit the missing credentials by the fifth week of the fall or spring semester or a specified time during summer in order to register for subsequent terms. Students who do not meet this requirement will be administratively withdrawn from classes with full loss of tuition.~~

~~Under no circumstances may students admitted provisionally be changed to temporary student~~

~~status. Students on provisional status are not eligible to receive financial aid or veteran's benefits.~~

## **Appendix D: Policy 204.6 Interactions with Government Officials and UA BoT Policy 465.1 Policy on Political Activity**

### **UALR Policy 204.6 Interactions with Government Officials (December 2014)**

#### **Overview**

As a state-funded institution, the University of Arkansas at Little Rock (UA Little Rock) is governed by a variety of government regulations and processes. Interaction with government officials and offices is critical to the funding of the university and to advancing the university in other ways. Regular communication and correspondence with a range of officials at the local, state, and federal level are part of the ongoing operation of the university and must be carefully managed and monitored.

The university's government relations agenda and positions on issues are determined by the UA Little Rock chancellor in consultation with campus personnel and University of Arkansas System officials. That agenda includes managing issues relating to funding and operations, compliance with government regulations, reporting of university progress on a number of government programs, and/or resolution of problems experienced by or with the campus in government processes.

The government relations agenda is carried out by the Office of Government Relations, directed by the UA Little Rock Chief Government Relations Office, who reports to the UA Little Rock chancellor. The Office of Government Relations is the first point of contact for UA Little Rock employees in interacting with government offices. Unauthorized and uncoordinated efforts by university personnel can unintentionally harm the university's effort to secure funding and to protect and promote other interests of the university.

#### **Purpose**

The purpose of this policy is to establish guidelines, procedures, and a coordinated approach for interactions with government officials and offices by university employees. This policy applies to interactions with the Governor, the Arkansas General Assembly, Constitutional Officers, U.S. Senators, and U.S. Representatives, Federal Executive Branch officials, State and Federal agencies and offices, and other government entities and officials.

#### **Procedures**

The policy outlines procedures for the following categories of interactions:

1. **Contacting Government Officials with Proposals or Information.** The Office of Government Relations coordinates contact with state and federal government officials with requests for assistance and proposals for financial support (outside of the regular grant processes managed through the UA Little Rock Office of Research and Sponsored Programs). Any contact with government officials to request assistance for a UA Little

Rock program or department must be coordinated through the Office of Government Relations. The office is charged with reviewing all non-grant proposals for support that go forward to state and federal offices and/or requests for meetings with state and federal offices for the purpose of garnering support of a UA Little Rock program. Numerous requests come to the campus for information in response to inquiries from legislators, their staff, and other officials. The Office of Government Relations should be made aware of any such responses by university personnel and provided a copy of responses. Employees are encouraged to inform the Office of Government Relations of new issues or to raise the administration's awareness of current or pending government policies affecting operations of the university.

1. **Inviting Government Officials to Campus or to University Events.** Employees should first consult with the Chief Government Relations Officer before inviting the Governor, Constitutional Officers, or members of the Arkansas Congressional delegation or Arkansas General Assembly to campus. This is to ensure prioritization of attendance by officials at events of institutional importance and to prevent multiple invitations to government officials for conflicting events. In most cases, the Office of Government Relations can assist in approved invitations to government officials and can work with staff to make sure such invitations have followed appropriate protocols.
2. **Advocacy or Lobbying Days by Professional Organizations.** Due to the numerous professional organizations in which UA Little Rock employees are involved, the Office of Government Relations is to be notified of any planned visits or meetings to government offices by university employees on behalf of such organizations. If an annual conference of a professional organization includes scheduled visits (i.e. Congressional Hill visits), the Office of Government Relations should be made aware of these along with agenda items prior to the visits. Personal or professional positions different from those of the university must be disclosed as such and must not be represented as or appear to represent the university's position in presentations at these meetings.
3. **Letter Campaigns by Professional Organizations.** Many professional organizations send letters from their membership intended to lobby government officials on particular issues. Before signing advocacy letters of professional associations of which they are members, employees should notify the Office of Government Relations and, if possible, provide a copy of the intended correspondence in order to determine if there could be unintended and negative consequences for the university's agenda. UA Little Rock letter or email system should not be used, nor should an employee's university title be used in correspondence on behalf of a professional organization to lobby a government official without prior consent from the Office of Government Relations.
4. **Expert Testimony.** The university encourages UA Little Rock faculty and professional staff in the sharing of their scholarly and technical expertise to serve a broad range of community needs. This includes providing expert testimony to government bodies and groups. In the event that a UA Little Rock faculty or staff member is contacted by a member or staff of the General Assembly or Congress to testify before a committee, or otherwise engage with the General Assembly or Congress with regard to their personal and/or professional expertise, such faculty and staff should notify and coordinate with the Office of Government Relations. The office can help in preparing or reviewing testimony remarks and in helping employees develop an understanding of the audience to and environment in which the testimony will be given. Faculty and staff must note that their

testimonies do not represent the official position of UA Little Rock, unless authorized by the UA Little Rock chancellor.

5. **Routine Business Contact.** This policy does not restrict contact with government agencies that is within the scope of routine business conducted on behalf of UA Little Rock by employees. These contacts include work with the administration of grants and contracts (NSF, Department of Energy, etc.) and oversight agencies (Department of Education, OMB, etc.).
6. **Citizen Advocacy.** Nothing in this policy is intended to limit the constitutionally protected rights of citizens to petition or contact their elected representatives on behalf of their personal beliefs or needs. Faculty and staff have no need to disclose to the university any contact with elected officials on their personal time. In the course of such communication it is the responsibility of the employees not to represent their personal positions as those of the university or the university administration unless expressly approved by the UA Little Rock chancellor. The use of university resources such as UA Little Rock letterhead and email system is prohibited in the communicating of personal positions to government officials.

#### **UA System Board Policy on Political Activity: 465.1 (March 2016)**

**“Political Activity.** University employees, as citizens, have the right to engage in political activity. However, no employee may involve the institution’s name, symbols, property, or supplies in political activities.

Any employee who intends to seek public office or to assume a major role in a political campaign is obligated to discuss his/her plans with his/her supervisor. If the supervisor determines that the activity will impinge to any extent upon the full discharge of the employee’s responsibilities to the university, the plans must be reviewed through regular administrative channels to the president’s office for a determination of workload and salary adjustment.

Involvements which require part- or full-time services, and for which more than token compensation is received, will require a reduction of workload and pay, leave-of-absence, or resignation, depending upon the extent of the activity.”

#### **Appendix E: Policy 403.25 Academic Freedom Policy (FS\_2018\_3)**

Statement articulating the University of Arkansas at Little Rock’s overarching commitment to free, robust, and uninhibited debate and deliberation among all members of the university’s community:

Our students and faculty have the right to discuss any problem that presents itself. This right is grounded in long-standing principles of academic freedom and is reflected in university accreditation standards. The “cure” for ideas we oppose lies through open discussion rather than through inhibition. Free inquiry is indispensable to the good life, universities exist for the sake of such inquiry, and without it they cease to be universities. This is the essence of critical thinking that provides society and individuals with progress.

Education is not intended to make people comfortable; it is meant to make them

think. Universities are expected to provide the conditions within which hard thought, and therefore strong disagreement, independent judgment, and the questioning of stubborn assumptions, can flourish in an environment of the greatest freedom.

The ideas of different members of the University community will often and quite naturally conflict. But it is inappropriate for the University to attempt to shield individuals from ideas and opinions they find unwelcome, disagreeable, or even deeply offensive. Although the University community greatly values civility, and although all members of the University community share in the responsibility for maintaining a climate of mutual respect, concerns about civility and mutual respect can *never* be used as a justification for closing off discussion of ideas, however offensive or disagreeable those ideas may be to some members of our community.

The freedom to debate and discuss the merits of competing ideas does not, of course, mean that individuals may say whatever they wish, wherever they wish. But the University may legally restrict the substance of expression only when it explicitly violates the law, i.e., when speech falsely defames a specific individual, constitutes a genuine threat or actual harassment, or invades legally recognized privacy interests. In addition, reasonable time, place, and manner regulations are recognized as legal. But these are narrow exceptions to the general principle of freedom of expression, and it is vitally important that these exceptions *never* be used in a manner that is inconsistent with the University's commitment to a completely free and open discussion of ideas.

The University's fundamental commitment is to the principle that debate or deliberation may not be suppressed because the ideas put forth are thought by some or even by most members of the University community or society at large to be offensive, unwise, immoral, or wrong-headed. The individual members of the University community—not the University as an institution, its administration, nor any external constituency—are entitled to make those judgments for themselves, and to act on those judgments not by seeking to suppress speech, but by openly and vigorously contesting the ideas that they oppose. Indeed, fostering the ability of members of the University community to engage in such debate and deliberation in an effective and responsible manner is an essential part of the University's educational mission.

members of the University community must also act in conformity with the principle of free expression. Although members of the University community are free to criticize and contest the views expressed on campus, and to criticize and contest speakers who are invited to express their views on campus, they may not obstruct or otherwise interfere with the freedom of others to express views they reject or even loathe. To this end, the University has a solemn responsibility not only to promote a lively and fearless freedom of debate and deliberation, but also to protect that freedom when others attempt to restrict it.

### Freedom of Speech and Thought

Faculty shall not be restricted from communicating with members of the public, whether part of the UALR community or the public at large, on any matter except for matters in any way prohibited by state laws and rules and federal laws and regulations, other than delineated below:

- (1) The school may impose reasonable time, place, and manner restrictions while the

employee is working; and

(2) Nothing in this policy shall be construed to interfere with state laws and rules and federal laws and regulations for the prohibition of discrimination.

