**Nov 10, 2021**

**Faculty Senate Chair report**

1. Chancellor search – continue with interim

Dr. Bobbitt continues to “speak with stakeholders both inside and outside the university…no clear consensus as to the best path forward…Dr. Robinson is doing a wonderful job keeping the institution moving forward so we have the luxury of time and do not need to act in haste. I did speak with several leaders of academic executive search firms. They agreed that it is a very crowded, competitive field right now in terms of the number of high profile presidential and chancellor searches in play (Auburn, U Wisconsin, U. South Alabama, UT Arlington, etc.). Given that, and since these searches are already underway and further along, putting a little distance time wise between us and them was advised to be advantageous.”

1. Salary of instructors

Dr. Robinson is committed to increasing pay, but did not provide concrete plan; reminded of recent increased base for staff earning less than $30,000 and increase of graduate assistantships as recent efforts to raise low pay

1. Open enrollment – sign up for benefits for next year!

HR website ([https://hr.uark.edu/news/news-article.php?id=58074](https://nam11.safelinks.protection.outlook.com/?url=https%3A%2F%2Fhr.uark.edu%2Fnews%2Fnews-article.php%3Fid%3D58074&data=04%7C01%7Cmsavin%40uark.edu%7Ca5b2b82bb03d4d0e5ae308d99f958446%7C79c742c4e61c4fa5be89a3cb566a80d1%7C0%7C0%7C637716286789612995%7CUnknown%7CTWFpbGZsb3d8eyJWIjoiMC4wLjAwMDAiLCJQIjoiV2luMzIiLCJBTiI6Ik1haWwiLCJXVCI6Mn0%3D%7C1000&sdata=UqxwPrEZEWVNbP5q9UPfgazbA1BQiPXBFeY6iZlJPq4%3D&reserved=0)).

Nov 11 10:00 - 11:30 AM

An  [Open Enrollment Decision Guide](https://nam11.safelinks.protection.outlook.com/?url=https%3A%2F%2Fbenefits.uasys.edu%2Fmedia%2F1924%2Fuas-2022-oe-decision-guide-100621-web.pdf&data=04%7C01%7Ctmburns%40uark.edu%7C88e35ab423f745898ea908d997d7a314%7C79c742c4e61c4fa5be89a3cb566a80d1%7C0%7C0%7C637707774666260806%7CUnknown%7CTWFpbGZsb3d8eyJWIjoiMC4wLjAwMDAiLCJQIjoiV2luMzIiLCJBTiI6Ik1haWwiLCJXVCI6Mn0%3D%7C1000&sdata=g0qTI3vyEH3ih2%2B3vAyKltwGTRKGoA27MYWUPuEf6wY%3D&reserved=0) and Open Enrollment Letter with required notices has been mailed to all participants.

* [Nov. 11, 10-11:30 a.m.](https://nam11.safelinks.protection.outlook.com/ap/t-59584e83/?url=https%3A%2F%2Fteams.microsoft.com%2Fl%2Fmeetup-join%2F19%253ameeting_MTFkMjBiYjUtZWQ0Zi00YWI3LTkwYjktODNlMzkxNjZjMjM2%2540thread.v2%2F0%3Fcontext%3D%257b%2522Tid%2522%253a%252279c742c4-e61c-4fa5-be89-a3cb566a80d1%2522%252c%2522Oid%2522%253a%25224ffe49e1-a001-4927-8aad-33ee2079637d%2522%257d&data=04%7C01%7Ctmburns%40uark.edu%7C88e35ab423f745898ea908d997d7a314%7C79c742c4e61c4fa5be89a3cb566a80d1%7C0%7C0%7C637707774666280722%7CUnknown%7CTWFpbGZsb3d8eyJWIjoiMC4wLjAwMDAiLCJQIjoiV2luMzIiLCJBTiI6Ik1haWwiLCJXVCI6Mn0%3D%7C1000&sdata=VMl%2B66zZkZcmaqLLs33C9Cx7JtPgR3ugsxW9owqbabs%3D&reserved=0)

Please feel free to reach out to any of the Benefits Team for assistance or with questions during this Open Enrollment period.

**Open Enrollment will continue through November 12, 2021.**

* Remember to complete your tobacco pledge. A quick reference guide is available [ here](https://nam11.safelinks.protection.outlook.com/ap/b-59584e83/?url=https%3A%2F%2Fuark.sharepoint.com%2Fsites%2Fwdt%2FESS%2520Course%2520Documents%2FOpen%2520Enrollment%2FCompleting%2520the%2520Tobacco%2520Pledge%2520in%2520Open%2520Enrollment.pdf&data=04%7C01%7Cmsavin%40uark.edu%7C4b9b5f1e001e4eccdc9308d99f9f7167%7C79c742c4e61c4fa5be89a3cb566a80d1%7C0%7C0%7C637716329409818388%7CUnknown%7CTWFpbGZsb3d8eyJWIjoiMC4wLjAwMDAiLCJQIjoiV2luMzIiLCJBTiI6Ik1haWwiLCJXVCI6Mn0%3D%7C1000&sdata=gJ9ESK%2FXtb4ZMEQXQteC76WwFMBNzVvds%2FNm1hizY5E%3D&reserved=0) if you need assistance.
* Open Enrollment is the only time that Flexible Spending Accounts can be updated so don’t miss your opportunity to enroll.
* A summary of all the open enrollment changes can be found on our [Human Resources website](https://nam11.safelinks.protection.outlook.com/?url=https%3A%2F%2Fhr.uark.edu%2Fbenefits%2Fopen-enrollment.php&data=04%7C01%7Cmsavin%40uark.edu%7C4b9b5f1e001e4eccdc9308d99f9f7167%7C79c742c4e61c4fa5be89a3cb566a80d1%7C0%7C0%7C637716329409828369%7CUnknown%7CTWFpbGZsb3d8eyJWIjoiMC4wLjAwMDAiLCJQIjoiV2luMzIiLCJBTiI6Ik1haWwiLCJXVCI6Mn0%3D%7C1000&sdata=gf81MiCirPJUYotxK9sW2u2DnbYXORaQr59Y6j9XSKU%3D&reserved=0).
* General Information Sessions will be held, Monday, [November 8, 2:00-3:30](https://nam11.safelinks.protection.outlook.com/ap/t-59584e83/?url=https%3A%2F%2Fteams.microsoft.com%2Fl%2Fmeetup-join%2F19%253ameeting_ODA5ZGI4NGQtNjRjNS00M2U4LWEzMGUtYTY3YWI1YmMxYzZl%2540thread.v2%2F0%3Fcontext%3D%257b%2522Tid%2522%253a%252279c742c4-e61c-4fa5-be89-a3cb566a80d1%2522%252c%2522Oid%2522%253a%25224ffe49e1-a001-4927-8aad-33ee2079637d%2522%257d&data=04%7C01%7Cmsavin%40uark.edu%7C4b9b5f1e001e4eccdc9308d99f9f7167%7C79c742c4e61c4fa5be89a3cb566a80d1%7C0%7C0%7C637716329409833357%7CUnknown%7CTWFpbGZsb3d8eyJWIjoiMC4wLjAwMDAiLCJQIjoiV2luMzIiLCJBTiI6Ik1haWwiLCJXVCI6Mn0%3D%7C1000&sdata=8qBcw%2BkV%2BmqFn9dyscnzkuK67x%2BUXIe4lWMMaMNoz%2Bk%3D&reserved=0); Tuesday, [November 9, 9:00-10:30](https://nam11.safelinks.protection.outlook.com/ap/t-59584e83/?url=https%3A%2F%2Fteams.microsoft.com%2Fl%2Fmeetup-join%2F19%253ameeting_MmNmODc5MGItYmVmZC00NDg5LWExMTUtMWJiNDAzZTk2OTIz%2540thread.v2%2F0%3Fcontext%3D%257b%2522Tid%2522%253a%252279c742c4-e61c-4fa5-be89-a3cb566a80d1%2522%252c%2522Oid%2522%253a%25224ffe49e1-a001-4927-8aad-33ee2079637d%2522%257d&data=04%7C01%7Cmsavin%40uark.edu%7C4b9b5f1e001e4eccdc9308d99f9f7167%7C79c742c4e61c4fa5be89a3cb566a80d1%7C0%7C0%7C637716329409843339%7CUnknown%7CTWFpbGZsb3d8eyJWIjoiMC4wLjAwMDAiLCJQIjoiV2luMzIiLCJBTiI6Ik1haWwiLCJXVCI6Mn0%3D%7C1000&sdata=vbNFcvZ0fAuAcl%2FU6pVNCpx8fCo5YLD6J0bbTTnu8Ag%3D&reserved=0); and Thursday,  [November 11, 10:00-11:30](https://nam11.safelinks.protection.outlook.com/ap/t-59584e83/?url=https%3A%2F%2Fteams.microsoft.com%2Fl%2Fmeetup-join%2F19%253ameeting_MTFkMjBiYjUtZWQ0Zi00YWI3LTkwYjktODNlMzkxNjZjMjM2%2540thread.v2%2F0%3Fcontext%3D%257b%2522Tid%2522%253a%252279c742c4-e61c-4fa5-be89-a3cb566a80d1%2522%252c%2522Oid%2522%253a%25224ffe49e1-a001-4927-8aad-33ee2079637d%2522%257d&data=04%7C01%7Cmsavin%40uark.edu%7C4b9b5f1e001e4eccdc9308d99f9f7167%7C79c742c4e61c4fa5be89a3cb566a80d1%7C0%7C0%7C637716329409853321%7CUnknown%7CTWFpbGZsb3d8eyJWIjoiMC4wLjAwMDAiLCJQIjoiV2luMzIiLCJBTiI6Ik1haWwiLCJXVCI6Mn0%3D%7C1000&sdata=fPDzkuRrF6DFb%2FYK7Jsa8HMCGsB3bACiLS67qUU9nxU%3D&reserved=0).

**Catastrophic Leave Drive will continue through November 19, 2021.**

* During the drive, annual or sick leave hours can be donated to the Catastrophic Leave Bank in one hour increments.
* Review the [Catastrophic Leave webpage](https://nam11.safelinks.protection.outlook.com/?url=https%3A%2F%2Fhr.uark.edu%2Fbenefits%2Fleave%2Fcatastrophic.php&data=04%7C01%7Cmsavin%40uark.edu%7C4b9b5f1e001e4eccdc9308d99f9f7167%7C79c742c4e61c4fa5be89a3cb566a80d1%7C0%7C0%7C637716329409858316%7CUnknown%7CTWFpbGZsb3d8eyJWIjoiMC4wLjAwMDAiLCJQIjoiV2luMzIiLCJBTiI6Ik1haWwiLCJXVCI6Mn0%3D%7C1000&sdata=%2B2DcL72mU8FBZBfsu6bKJ6SAOwG6lPE4UEuRWQp0HY0%3D&reserved=0) for more information about the benefits of the program.
* Please send completed [forms](https://nam11.safelinks.protection.outlook.com/?url=https%3A%2F%2Fhr.uark.edu%2Fforms%2Fcatastrophic-leave-donar-app.pdf&data=04%7C01%7Cmsavin%40uark.edu%7C4b9b5f1e001e4eccdc9308d99f9f7167%7C79c742c4e61c4fa5be89a3cb566a80d1%7C0%7C0%7C637716329409863302%7CUnknown%7CTWFpbGZsb3d8eyJWIjoiMC4wLjAwMDAiLCJQIjoiV2luMzIiLCJBTiI6Ik1haWwiLCJXVCI6Mn0%3D%7C1000&sdata=1%2BqpFBqKJqRXCZBUmXKQpwZDUI3waZ4ecBRy4Hls4DA%3D&reserved=0) to hrleave@uark.edu.
1. Federal vaccination

UofA investigating requirement

May apply to new contracts

1. Nominations and elections

Continuing to discuss elections issues and review BOT policy 810.1

Reviewing concerns regarding when term begins after election to Faculty Senate, definition of Chair term, defining “faculty” how that affects eligibility for Senate and eligibility and timing for Executive committee and elections (or selection for Executive committee). Some of these issues may involve clarifying text in the document.

1. At the Faculty Senate meeting, a request was made that the

Teaching and Faculty Support Center look into suggestions on **improving student attendance**. TFSC consulted the literature, suggestions from other universities, and did an informal poll of students. Co-directors decided to lean towards student engagement as the main focus and felt that encouraged attendance. Below is a list of helpful suggestions from TFSC co-directors that will be distributed through faculty email, posted on the TFSC website, and posted social media.

1. From Office of the Provost email:

Staff Senate is hosting an **Employee Education Fair 11-1 November 16**. The event is to highlight educational opportunities available to faculty and staff.

[https://news.uark.edu/articles/58166/uark-employee-educational-fair-to-be-held-nov-16](https://nam11.safelinks.protection.outlook.com/?url=https%3A%2F%2Fnews.uark.edu%2Farticles%2F58166%2Fuark-employee-educational-fair-to-be-held-nov-16&data=04%7C01%7Cmsavin%40uark.edu%7C4ba10fc892aa4b9420af08d9a3936e59%7C79c742c4e61c4fa5be89a3cb566a80d1%7C0%7C0%7C637720675864796140%7CUnknown%7CTWFpbGZsb3d8eyJWIjoiMC4wLjAwMDAiLCJQIjoiV2luMzIiLCJBTiI6Ik1haWwiLCJXVCI6Mn0%3D%7C1000&sdata=hLs69peAiwgiyfB8Iwf6JZyzBK%2Fnxmm%2Fc8tv1ghE1mE%3D&reserved=0)

**Promoting Student Attendance (Engagement) in Your Courses**

Here are things that you can do to encourage your students to be both present and engaged.

1. **Learn and use student names** (especially in small classes). In large classes, walk around the room before class and visit with students so they feel seen. Express interest in your students. Smile. Let students know you are happy they are there. Treat students with dignity and respect. Speak about “our” class. The more respect they have for you, the less they want to disappoint you.

2. Reward “**minds at work” over “butts in chairs.**” Grading attendance by signing a role sheet or using a clicker to sign in, only grades that they are in the class, not that they engaged in the class. Reward engagement over attendance. Students are more likely to attend when their contributions count for something.

3. **Email students to let them know that they were missed**. In large classes, send out emails to highlight things from class. “In today’s class, we had an interesting discussion about…, I appreciate those you of you shared your ideas with the group.” **Curiosity** and fear of missing out will make them want to come to class.

4. Seek to **build “community**” in your classroom. Have them **interact with each other** early in the class so they make a friend in class. Students will be less likely to skip class for fear of “letting their classmates down” when they are known and feel a sense of community.

5. Make sure each class provides “value-added” for students. If students can get all they need from reading the posted slides or the textbook, there is little reason to attend class. Offer your students more than the information they could get off of “YouTube.” Consider techniques (**think-pair-share activities, discussions and debates, role playing, in-class activities, group projects**, etc.) that enhance course content and student learning.

6. Use multiple teaching techniques each class period. Give “mini-lectures” with learning activities in between. For example, a typical class might consist of a brief lecture, a think-pair-share activity, another brief lecture, a small, group in-class activity, discussion of the activity, and a lesson summary and overview of the next class session. Make each class as interesting as possible! We’re not entertainers and teaching is NOT the same as entertaining; however, we CAN look for simple ways to make each class session just a little more interesting and memorable. For example, **can students “act out” or make a cartoon about a principle, theory, or process**, instead of (or in addition to) just hearing about it?

7. Tell students how what they are learning applies. It is more motivating to learn about something when that learning can be applied. **Don’t assume students will make these connections** unless you tell them! Tell them frequently and tell them specifically.

8. **Give pop quizzes and periodic graded in-class activities** that can only be completed by students during class. “Drop” one or two scores to allow for infrequent and unavoidable student absences. **Require students to come to your office for make-up work or have them write a mini paper over the key concepts of the missed lecture**. That way, they learn the material and are held accountable for missed engagement.

9. **Value those who come to class**. If it is a low attendance day, resist the temptation to say, “No one is here today” or “Where is everyone?” Instead, say, “I’m glad you are here today.” Affirm them for attending. “It says a lot about you that you came to class on a stormy Friday.”

**By Carole Shook, Don Johnson, and Lynn Meade,**

**the Teaching and Faculty Support Team**

**at the Wally Cordes Teaching and Faculty Support Center**