

AGENDA
October 14, 2025
Rothwell 312
3:00 to 5:00 PM

1. Call to Order (Mike Rogers)
2. Approval of September 9, 2025 meeting minutes
3. President Jones Update (if needed)
4. VPAA/Provost Santos Update (if needed)
5. New Business
 - a. Tammy Weaver curriculum items (see below for link)
 - b. Presentation on AR-Network- Dr. Julie Mikles-Schluterman
 - c. University Policy on Ice (ex. of UCA)
 - d. ATU's privacy policy- Legal Counsel Eric Walker
 - e. Senate Leadership Meeting with Dr. Jones
 - i. Proposed revision to ATU Faculty Sick Leave Policy (see below)
 - ii. Health Care Policy Increases
6. Old Business.
 - a. Merging Course Evaluations Proposal- Sidd Bhambhwani & Wyatt Watson
 - b. Distinguished Professor rank- Sean Huss
7. Committee Updates
 - a. Faculty Senate Secretary- Virginia Jones has offered to serve
 - b. Budget Advisory Committee Senate Rep – Siddharth Bhambhwani
 - c. Campus Space and Utilization Senate Rep – Virginia Jones
 - d. Emergency Management & Safety Comm Senate Rep – Shanna Escobar
 - e. Faculty Salary and Benefits Committee Senate chair or Rep – Debra Murphy
 - f. Gen Ed Committee Senate Rep – Jeff Aulgar
 - g. Graduate Council Senate Rep –Jeff Aulgar
 - h. Institutional Aid Committee Chair-elect –Carl Brucker
 - i. Institutional Scholarship Appeals Chair or Senate Rep – Debra Murphy
 - j. Professional Development Committee Ex officio appointment – Matthew Hanks
 - k. Campus Council Rogers, Brucker, and Black
 - l. Technology Prior and Impact Senate Rep – Lucas Moody
 - m. Univ. Wide Recruitment and Retention Senate Chair – Mike Rogers
 - n. Academic Council Senate Chair—Mike Rogers (Carl Brucker)
 - o. Faculty Member of the Month Committee Comm. Chair—Angela Black
8. Open Forum
9. Announcements and Information Items

Adjournment



Faculty Senate

Tammy Weaver Curriculum Items

Attached is the summary of curriculum proposals to be presented at the September Curriculum Committee. Please add curricular items to the September Faculty Senate agenda.

Proposal summary and proposals are available on the Curriculum web page at the following link:

https://www.atu.edu/standingcommittees/curriculum/2026-27Catalog_Curriculum_Proposals.php

Navigation Information:

- Bookmarks have been set up in the PDF file to help you navigate the proposals.
- Bookmarks open easily with Chrome, Firefox, and older versions of Explorer.
- If you are using Chrome, you may need to disable plugins to use the bookmarks.

Instructions for Internet Explorer 10 Users:

1. Open Acrobat or Acrobat Reader.
2. Go to *Edit > Preferences*.
3. In the Preferences dialog box, choose **General** in the Categories list.
4. Select the **Enable PDF thumbnail previews in Windows Explorer** checkbox.
5. Click **OK** and wait a few seconds while Acrobat configures thumbnail previews in Windows Explorer.

NOTE: The file on the Curriculum web page is very large so you probably don't want to submit it to print.



Faculty Senate

Merging Course Evaluations Proposal- Sidd Bhambhwani

Dear Professor Rogers,

I'm following up on our earlier discussion regarding merging course evaluations. I realize this is a minor matter and not time-sensitive, so it can certainly be addressed whenever there is adequate time in our upcoming meetings.

To summarize: the issue arises in cross-listed courses where small enrollment in one section prevents those evaluations from being counted. For example, in Spring 2025 I taught Blockchain for Business, which was cross-listed under Data Analytics (BDA, 19 students) and Finance (FIN, 2 students). The evaluations from the 2 Finance students were excluded due to the system's minimum threshold of 3 responses. I've encountered similar cases in Principles of Accounting II, which was cross-listed with Hospitality Accounting.

If possible, I hope we can implement a simple fix that ensures all student evaluations are included in these cases.

Thank you and best regards,

Sidd

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Proposed Sick Leave Policy

Oct. Agenda

Faculty Sick Leave

Kathleen Martin 8/26/25

Current state

Per the Faculty Handbook, faculty receive a bank of sick hours each year. The policy reads "up to 90 calendar days per academic year". In practical terms, this has been modified over the years and the current practice is to provide faculty with a bank of 720 hours on Jan 1 of a calendar year. This bank does not roll over and resets every Jan 1.

Providing faculty with such a large bank of hours is not a common practice. Researching other Arkansas higher education institutions, a common practice appears to be that faculty accrue sick leave at 8 hours per month of completed service with a maximum carryover of 960 hours. It is also a departure from the treatment of ATU staff.

Proposal

Effective Jan 1, 2026 change faculty to match staff - faculty will accrue 8 hours of sick leave per month. Sick leave will not be paid out at termination. Faculty will accrue sick leave over the summer if they are returning the next academic year (in other words, faculty accrue 12 months of sick leave, even if they are 9 month faculty).

Transition plan

As it might be perceived as unfair to have faculty start at 0 hours, when they have been employed at ATU for some time, the following transition plan is proposed. Faculty will be given a bank of hours effective Jan 1, 2026 based on their hire date at ATU. After that initial bank of hours, effective Jan 1, 2026 they will accrue at 8 hours per month. The banked hours roughly correspond with how many hours they would have been able to accrue during their service, assuming no sick leave taken, up to the current 720 hours currently credited each January. Faculty hired after Jan 1, 2026 will not have a bank of sick leave and will accrue at 8 hours per month. I have included the number of faculty who currently fall in each category for information.

Hire Date	Time at ATU as of 1/1/26	Initial sick bank (hours)	# of faculty in each category
Jan 1 - Dec 31, 2025	0-1 years	96	20
Jan 1 - Dec 31, 2024	1-2	192	13
Jan 1 - Dec 31, 2023	2-3	288	12
Jan 1 - Dec 31, 2022	3-4	384	13
Jan 1 - Dec 31, 2021	4-5	480	8
Jan 1 - Dec 31, 2020	5-6	576	16
Jan 1 - Dec 31, 2019	6-7	672	11
Jan 1 - Dec 31, 2018	7 or more	720	186

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max 960 for all state employees