1. Global Food Opportunities – Bumpers College International Program office hosted two internationally renowned speakers for the Fall 2014 semester, Dr. Robert Zeigler, Director General of the International Rice Research Institute (IRRI) and Dr. Zehava Uni, Hebrew University, Israel. Our office has committed to assisting departments to host speakers with interdisciplinary appeal who present seminars for the Bumpers College and campus community. Selected Bumpers students are also invited to present a 5 minutes overview of their international experiences before each keynote speaker. After the presentations, the students join the main speaker and participate in a panel for question and answer sessions. The presentations are recorded on ECHO and when requested, are streamed live for other audiences. If your department would be interested in hosting a speaker for Spring 2015, please contact Leslie Edgar, Director at 5-6770.

2. We are moving forward with our goal of identifying potential collaborations in the hub areas, which have been identified as Europe, Asia, and South America. Members of the International Program Committee have been asked to identify current partnerships and contact information for their department. The International Program office is in the process of developing a database which will help us understand the depth and breathe of international collaborations as well as an opportunity for potential interdisciplinary relationships.

3. International programs for 2015 include (funding from IPO):

   Apparel Merchandising and Product Development Italy Study Tour
   Contact: Kathy Smith, ksmith@uark.edu; Laurie Apple, lapple@uark.edu

   Community Development in Mozambique (funded $6,000)
   Contact: Lanier Nalley, lnalley@uark.edu; Dustan Clark, fdclark@uark.edu

   Community Development in Belize
   Contact: Jill Rucker, kjrucker@uark.edu

   Community Development in Vietnam (funded $6,000)
   Contact: Jeff Luckstead, jluckste@uark.edu

   Sustainability in the Eurozone Agro-food Chain
   Contact: Curt Rom, crrom@uark.edu; Julie Carrier, carrier@uark.edu

   Hospitality, Tourism, Culture and Food in Europe for 2015 (funded $3,000)
   Contact: Godwin-Charles Ogbeide, gogbeide@uark.edu; Robert Harrington, rharrin@uark.edu
UA CAFLS international research experience program (funded $3,000)
Contact: Dr. Nilda Burgos (nburgos@uark.edu; Dr. Esten Mason (esten@uark.edu)

Expansion and promotion of SRUC/Bumpers College Internship Exchange (funded $4,000)
Contact: Dr. Jefferson Miller (jdmiller@uark.edu)

5. Dr. Jefferson Miller was awarded the Outstanding International Faculty Award for 2014. The awardee receives an engraved Globe and $3,000 to use towards building international programs.

6. We have been posting photos and blogs on the college video boards from our students who are sharing their international experiences. Please note that we are trying to refresh our information every week. Having students share experiences with their peers is one way to increase interest in our study abroad programs.

If you have any questions about this report or we can assist you in planning an international experience, please contact Dr. Leslie Edgar (ledger@uark.edu) or Dr. Diana Bisbee (dbisbee@uark.edu)
Attendance Policy for Students

Proposed additions 2014 highlighted in yellow and deletions are crossed-out

Attendance and Engagement: Education at the university level requires students' active involvement in the learning process. Therefore, students have the responsibility to regularly attend classes and to actively engage in all learning assignments or opportunities provided in their classes. Class attendance should be treated as mandatory. Instructors have the responsibility to provide a written policy on student attendance that is tied to course objectives and included in a course syllabus.

Excusable Absences: There may be times, however, when illness, family crisis, or university sponsored activities make full attendance or participation impossible. Force a student to be absent from class. In these situations, the students are responsible for making timely arrangements with the instructor to make up work missed. The make-up work should be completed in a timeframe that has been arranged with the instructor. Such arrangements should be made in writing and prior to the absence, when possible. These policies apply to both undergraduate and graduate student classes.

Examples of absences that should be considered excusable include those resulting from the following: 1) student illness of the student, 2) serious illness or death of a member of the student's immediate family or other family crisis, 3) University sponsored activities for which the student's attendance is required by virtue of scholarship or leadership/participation responsibilities, 4) religious observances (see Students' Religious Observances policy below), 5) jury duty or subpoena for a court appearance, and 6) military duty. The instructor has the right to require that the student provide appropriate documentation for any absence for which the student wishes to be excused.

Excusable absences cannot be counted as absences against a class attendance policy. Students missing class with an excusable absence must be given the opportunity to make-up missed work (assignments, quizzes, and exams). They may not be given a zero on the work missed without an opportunity to make up that work nor can increased grade emphasis be placed on subsequent graded work. When possible, arrangements for make-up assignments, quizzes and exams should be made in advance of the date of the assignment, quiz or examination.
Issue 1: Clarification regarding policies relating to post-tenure review

The Annual Faculty Evaluation spreadsheet (PMGS 07-3; listed under the Division of Agriculture, Performance Evaluation/Promotion; http://www.uaex.edu/division/policies.aspx) is used to generate a category score for each area of appointment (i.e., teaching, research, service, extension, and/or administration), based on the percentage appointment in each category and a numerical score from 1 to 4. The score sheet also generates an overall score based on the sum of all appointment category scores. Individual category and/or overall scores of 1 to 1.9 are unsatisfactory, 2 to 2.9 met expectations and 3 to 4 exceeded expectations.

Under the category of Post-Tenure Review, paragraph 2, page 6 of Academic Policy Series 1405.11; revised June 18, 2014 (http://provost.uark.edu/131.php) the policy states “When the annual review of a tenured faculty member results in an overall rating of ‘unsatisfactory’ in two consecutive annual reviews, or three of five consecutive annual reviews, action to improve his/her performance to the satisfactory level will be taken.”

Anyone reading this policy and familiar with the evaluation score sheet would assume that “overall” refers to the calculated overall score of all appointment categories. However, the V.P. for Agriculture and the Dean of AFLS have instructed Unit Heads that “overall” is to be interpreted as the “majority” appointment category, regardless of calculated overall score. This change was initiated in response to a comment attributed to the Provost concerning her opinion of how “overall” should be interpreted. Although “majority” is not defined, it is assumed to refer to the highest percentage appointment category.

If “overall” is to be interpreted as meaning “majority” in the policy statement above, then a score of less than 2.0 in a faculty member’s area of majority appointment could initiate post-tenure review procedures, regardless of overall score. Likewise, this implies that someone who has an unsatisfactory score overall, as well as unsatisfactory evaluation scores in all other appointment categories would never face disciplinary action if they received a score of at least 2.0 in their area of majority appointment.

Questions:

Does any documentation exist (such as a letter, email, memorandum or entry in any meeting proceedings or minutes) that confirms that the Provost has instructed Dean’s and Unit Heads to evaluate and score faculty as either satisfactory or unsatisfactory, based solely on their area of ‘majority” appointment?

If this "clarification" in interpretation ("overall" only refers to majority appointment) of policy is now in effect, has it been widely accepted, adopted and applied across campus?

How is this policy applied to faculty with two equal areas of majority appointment, such as someone with a 40% research, 40% teaching and 20% service appointment?

Would such a change in interpretation in policy require consideration and adoption by the Campus Faculty?
After this change in interpretation of "overall" was enacted, Academic Series Policy 1405.11 has been revised twice (Oct. 25, 2013 and June 18, 2014). Is there a reason the policy statement referenced above was not revised during the last two revisions to clarify what "overall" means?

**Issue 2: Definition of satisfactory and unsatisfactory**

Under the category of Post-Tenure Review, paragraph 2, page 6 of Academic Policy Series 1405.11 is the following note in reference to the definition of satisfactory and unsatisfactory “(Note that this policy requires all departments to define ‘satisfactory’ and ‘unsatisfactory’ in their departmental procedures if they have not already done so.)”.

Questions:

Who within the department defines satisfactory and unsatisfactory? The unit head? The faculty? The faculty in collaboration with the unit head?

Should the department procedures including the definition of, or requirements for satisfactory performance be readily available to department faculty?

Should the definitions of satisfactory and unsatisfactory contain some objective measures rather than subjective and arbitrary measures?
Scholarship Committee Report
September 19, 2014

Membership
Rick Rorie, Chair
Doug Karcher, Chair Elect
Bruce Ahrendsen
Burt Bluhm
Kris Brye
Phil Crandall / Cathy Hamilton
Gary Davis
Kelly Loftin
Jill Rucker
Leigh Southward
Lona Robertson, Ex-officio
Patti Sanders, College Associate Director of Scholarships

2014-15 Awards (to date)
As of September 15, 2014, 418 Bumpers College and departmental scholarships valued at $502,336 have been offered to 262 students.
Report of the AFLS Curriculum Sub-committee to the Faculty Council

September 19, 2014

The Committee met on September 12, 2014.

1. The following course changes have been approved by the Committee on first and second reading and are presented to the Council for their approval.

<table>
<thead>
<tr>
<th>Course #</th>
<th>Title</th>
<th>Action</th>
</tr>
</thead>
<tbody>
<tr>
<td>ANSC 3822</td>
<td>Equine Law</td>
<td>Deletion</td>
</tr>
<tr>
<td></td>
<td>*Has not been taught in a long time and a new legal class is taught instead</td>
<td></td>
</tr>
</tbody>
</table>

2. The following program changes have been approved by the Committee on first and second reading and are presented to the Council for their approval.

- ANSC BS Pre-professional Science Concentration
- ANSC BS Equine Concentration
- ANSC BS Animal Science Concentration
  *Mostly housekeeping changes as several ANSC classes were mistakenly listed as Animal Science electives in the 2014-2015 catalog. The changes list them as Discipline-related electives where they were intended to be placed.

- ESWS BS
  *The laboratory component of ENSC 4023 has become a separate course (ENSC 4021L) with ENSC 4023 remaining a separate 3-credit lecture. The change to the program check sheet reflects this new optional lab course.

- Graduate Certificate program in Public Service at the Clinton School is deleted
  *no students ever enrolled so just cleaning up the books