

## Summary of Josh Silverstein's talk (without the Q&A session afterward)

Josh addressed six issues:

- 1) He did not feel that the proposed changes to Board Policy 405.1 could be grandfathered to include current faculty who came to UAMS under the current Board Policy. However, he did indicate that UA System Counsel was trying to give the impression that the changes would affect current faculty.
- 2) He felt that Version 2 of the proposed Board Policy changes (negotiated between UA System Counsel and the Presidents of the UA Academic/Faculty Senates) was no better than Version 1, which had been roundly condemned by UA Academic Senates around the state. He stated several reasons for his objections:
  - a. "Cause" for termination had been greatly expanded and now included "unsatisfactory performance", "a pattern of conduct that is detrimental to the productive and efficient operation of the instructional or work environment", and "refusal to perform reasonable duties", all of which could be misused by administrators.
  - b. Not enough time was given for remediation efforts on the part of faculty deemed to have unsatisfactory performance.
  - c. He objected to mention of faculty salaries in the changes because the power to reduce salaries means the power to destroy tenure. Maintenance of tenure should not concern the source of funding.
  - d. Free speech was insufficiently protected in the revisions. For instance, whistleblowers would not be protected.
- 3) The revisions would critically damage faculty recruitment and retention.
- 4) The process by which the proposed revisions came about will raise accreditation issues.
- 5) The changes will damage education and research in Arkansas.
- 6) His suggested remedies included Lobby, lobby, lobby the Board of Trustees, and if necessary litigate. He indicated that he and colleague Rob Steinbuch were working on a counterproposal that the Board of Trustees had asked them for.

A lengthy Q&A session followed.