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SENATE EXECUTIVE COMMITTEE MEETING

October 17, 2013  
12:45 PM in SKH 369

*Present: Mitch Berbrier, Wai Mok, Deb Heikes, Tim Newman, Richard Miller, Ramon Cerro, Peggy Hays, Jim Blackmon, Phillip Bitzer, Charles Hickman, Fan Tseng*

*Guests: Brent Wren, President Robert Altenkirch*

- Mitch Berbrier called meeting to order at 12:45pm
  - Report from President Altenkirch
    - Open up Charger Union this semester, probably November. Start moving in when semester breaks. Up and running in January. Stuff will be moved out of University Center and move to Charger Union.
    - Previously there was a plan years ago to renovate Madison Hall. So administrative offices in Madison Hall moved here [to SKH] because idea that it was going to be renovated. Never happened due to financial reasons. This is opportune time to do that, by vacating parts of university center and parts of Wilson Hall because Charger Hospital is moving from Wilson Hall to new nursing building expansion. It's not cost effective to renovate Madison Hall. Costs more to renovate than to tear down and build new building. This gives a chance to improve visual appearance of building.
      - Tim Newman: Are we going to run into any political problems? Because it was donated by citizens of county.
      - President: No, not with Madison Hall.
      - Tim Newman: Is the community group still active that gave us trouble years ago?
      - President: It's the committee that the mayor set up. At the April board meeting, there was a meeting of that committee and Paul Bryant and President Altenkirch and several others were there, and the only question asked was why wasn't there a prayer before scholarship? Got Dale Strong, Madison County Committee Chairman, to come to meeting.
- October 9 was the meeting of Presidential Advisement group. We need to tear Madison Hall down and rebuild.
- HURON recommendations. Makes sense to consolidate all of the "student facing services" into one place at Madison Hall (visitors center, enrollment services, recruiting, financial aid, etc.).
    - Mitch Berbrier: Wasn't Charger Central supposed to be that at some point?
    - President Altenkirch: Yes.
- Idea is to focus first couple floors on that and put administration on upper floor. (Principles Handout, see Appendix A to these minutes)
- Preliminary plan that lays out movement. Principles are to demolish Madison Hall and rebuild by 2016. Use University center and Wilson as swing space to facilitate vacation of Madison Hall. Consolidate all "student facing services" in one place at Madison Hall.

Locate administrative functions centrally on campus, east of Sparkman. Minimize number of moves made, some people will have to move out of Madison temporarily and then move back. Minimize renovation expenses – anything over 750,000 goes to the board. If it goes to board, it moves slowly because it goes through four steps. If a unit moves, just because it has “x square feet” now doesn’t mean will have “x square feet” tomorrow. There are standards on office space and conference rooms, etc. Locate the two health centers into same building, not in same place, but in same building, so staff can share equipment, storage, etc. Questions?

- Ramon Cerro: On top of first page, are we going to move enrollment services out of engineering building?
- President Altenkirch: Yes. June 14.
- Ramon Cerro: Are there any plans for that space?
- President Altenkirch: Whatever engineering plans for it. That space becomes part of engineering. There is some engineering stuff in Madison Hall (Dr. Wren clarifies: “senior design groups”) will have to go to Engineering Building and Engineering will have to figure that out.

First page is by current building location. Second page of handout (explains) dark lines are entities that have to move twice. For example, counseling center in Madison will move to University Center and then move back to Madison. Go to next page, it is by programs, same data, but organized by programs. First is AACOE (Army), plan is to move army to University Center in the bookstore location. They need a good size space and University Center is connected to Bell Center. Madison isn’t a good location for them. Other reason is because University Center is supposed to be thought of as training and continuing education center. Don’t want visitors and prospective students coming to campus trying to find this space. Continuing Ed and Army is okay with this.

- Richard Miller: Is there a naming opportunity for University Center?
- President Altenkirch: Always a naming opportunity.

First step in the process is for the board to entertain resolution to renovate the bookstore in University Center to accommodate the Army. The Army is helping to pay for it because they like that location. If there is an Army presence in training and continuing education center, most of people in there will be adults and won’t be upset to see people in camouflage. Prospective students and/or parents might think something if people walking around in camouflage. Also will make separate entrance for Army, so they won’t have to enter front door. They don’t eat in University Center, they eat in Bevill Center. Army will be located in bottom space with separate entrance so people can’t see them entering/exiting.

The next page is sorted by temporary locations. Shows everyone who will have to move twice.

Last page shows the steady state after Madison Hall is built. University Center is the training, conference, continuing education center. Madison Hall is “student facing services” and administration. Shelby King will have some administrative offices in it. Wilson Hall, the third floor becomes the clinics. Reason being is it is cost effective because it is almost setup already. Can separate into two clinics. The first and second floor is prime classroom space. So those floors become available for classroom expansion and offices space when continuing education moves out. So the clinics go on third floor.

Downside is have to ride elevator.

- Tim Newman: Is the student clinic still on second floor of UC?
- Yes
- President Altenkirch: The third floor becomes the clinic, continuing education

space available for classroom expansion and offices. There are no details on this yet.

- Fan Tseng: What about the staff clinic?
- President Altenkirch: It's on the third floor of Wilson Hall.
- Brent Wren: That's a fairly quick move of faculty portion. Once nursing building is complete and the hospital goes over to nursing, that frees up that portion which can be used for faculty clinic space. Student clinic comes over to join in 2016.
- President Altenkirch: In nursing, when expansion space is gone, movement from old space to expansion space and some over to Wilson Hall. Old space renovated, then move back to Wilson Hall.
- Peggy Hays: Nursing has own enrollment services.
- President Altenkirch: Nursing enrollment services stays. When referring to enrollment services, he means recruiting freshmen.

Also a movement of pre-professional advising from Morton to Madison, and pre-health will move from Shelby to Madison.

- Question, "How are we going to pay for it?" was asked.
- President Altenkirch: Company/firm that does bond sales is doing analysis to look at bonding capacity to see if we can do this with bonds. Or if we should do it out of the fund balance.
- Richard Miller: Pros and cons?
- President Altenkirch: The debt service is a recurring expenditure that costs money, but can pay it off. The fund balance gets depleted by 20 million, but there is scrutiny on this balance. Using some of the fund balance for this, he thinks the board would be fine with. It's really an investment to help recruit students.
- Richard Miller: Will have to go through, for Madison Hall component, start going through board steps now?
- President Altenkirch: Stage 1, stage 2, stage 3, stage 4. Sometimes can collapse two of them into one. Resolution has been submitted for the Army. First piece of puzzle is the Army. Need to go to board now for this, to avoid timetable moving eight months.
- Richard Miller: If all four steps go smoothly, that is a minimum before start process? 8 months, a year?
- President Altenkirch: Not a year. Might be able to get this done at June meeting. It's possible.

- University Drive. Can build an entranceway on University Drive. Complications: there are light poles and utility poles, and we don't want any poles there. Think can get lights moved across street, those are federal. That leaves utility poles, those are Huntsville. Talking with Huntsville about burying lines so UAH can clean it up and build entranceway. If wait to do this, probably be 2-3 years. There is good setback on the rendering, 78 feet. Setback on Sparkman is 40 feet. Facilities found out how much setback must be. Answer is 43 feet. So we can build entranceway with 43 feet. Will be same architecture as Sparkman. Can do this with poles in place. We can get that done by next fall. Then can work to move lights and bury lines after fact. Other issue with lines is, if stand in Charger Union on the second floor and look across Holmes, will see power lines. So went to city to ask about those. Can't bury them because they are high voltage distribution lines, and can't bury it because can't transfer the heat. They will work with UAH on rerouting lines, though, up University. So we have tradeoff. Get rid of lines on Holmes, but will have lines on University Drive in front of entranceway. Think it's best to

build entranceway 43 feet back and be done with it because that will be done anyways. So timing-wise and strategy-wise this makes sense. Then figure out what's best thing to do with lines. He has no opinion.

- Richard Miller – The line reroutes, whichever option, that's a cost the University bares?
  - President Altenkirch: Will be a partnership on cost.
  - Richard Miller: And the light movement across street?
  - President Altenkirch: We don't know.
  - Tim Newman: Ideas how much it costs to move those lines?
  - President Altenkirch: Less than 1 million. Should count on something around there.
  - Richard Miller: Will you eventually also look to have a main entrance on east side of campus where homes are being bought?
  - President Altenkirch: That's debatable. It could be to have markers on Holmes that show where campus entrance is. Still trying to buy the two churches that are there. Did buy the house and it will be demolished this month. Churches could be tomorrow or ten years from now.
  - Mitch Berbrier: Holmes is different.
  - President Altenkirch: Will have to be poles, columns, something like that.
- Campus Signage Group. Deb Heikes is involved. Idea there is signs are faded. Other signs not good, so the whole thing needs to be fixed up.
    - Richard Miller: Any kind of electronic component to the signage? Maybe one or two to notify students and community and staff of events on campus?
    - President Altenkirch: If look at strategic plan, there is tactic in there about this. Committee will look at this.
- HURON enroll management consult group met with Dr. Wren, President Altenkirch, and Ray Pinner yesterday and went over preliminary final recommendations. Delivered to steering committee on 29th. Thinks it is much improved over the first go around. Interesting things: did a survey of 60 thousand prospective students, regional. (Dr. Wren: that was population invited to participate, only got about 3% of that). But for example we are 4th most recognized institution in the state. This is pretty good news. Much ahead of everyone else. There is a gap between UAH and UAB, which we should try to close. They also posed anonymously as prospective students to see what kind of responses from competition. They said responses weren't very good. Not a lot of follow up.
    - Tim Newman: Tuscaloosa is superb about follow up.
    - President Altenkirch: Not HURON's experience. It doesn't show that. They looked at websites. Thought Tuscaloosa was good, didn't think too much of others. Gone through a lot of statistics on projecting High School graduation, where we should be recruiting that we aren't now, and we aren't capturing good market.
    - Brent Wren: This is regional. Drew from lists we buy and got names from college board that we aren't part of. They did it as a research group, didn't identify us at all. Unaided recall situation.
    - President Altenkirch: So respondent didn't know we were involved. They will finish up recommendations after that meeting and we will look at and pick out ones that have biggest impact.

- Website redesign. Has developed an architectural structure so what might appear on front page as buttons, and what's under buttons and how the search structure goes, what will be very prominent will be opportunity for prospective student to apply, and not have to go through hits. So structure is laid out, and we have to do a lot of cleaning up because there is a lot of stuff on website that is junk. Also in process of migrating business related activities to chargernet so public side is public information. Will see this happen over time. Those are two different architectures. Chargernet is standard Sunguard system. This website is different system. People who maintain public site are not same people who maintain chargernet site. Staff won't be able to put stuff on chargernet. Have to go to IT and they will do it. Whatever they're using to design carries over to mobile site. If want an example, go to Yale engineering and applied science website, on phone and on computer. The organization is different, that's all. So that's on track.
  
- GER revision group is running. Three points that should be folded into this. One is scores used for AP credit, so we don't put ourselves in position not to be competitive with competitors. Being worked on. Transfer credit- if someone is awarded credit at other institution, he doesn't think we should take it away from them. He's seen it happen. Then co-op. One of HURON's recommendations, he agrees with, is that there is no incentive for student to sign up for co-op. They don't need to, so they don't. When they don't it, it is disorganized. When look at competition, they do give credit for co-op experience. He's not sure if this is in GER, but somehow we need to figure out how to divide credit for it to keep it organized.
  - Mitch Berbrier: Believes there's a legal issue that can't simultaneously give students a paid job and credit for it. Is that part of the issue? That's what he was told when he met with coo-op department.
  - Brent Wren: Historical practice we followed where co-ops were paid, but no credit and internships were opposite. Those lines are blurred over the years.
  - Mitch Berbrier: So it's not a rule, just something we did.
  - Brent Wren: The AGSC articulation agreement has the five areas; most of what we are working on in GER falls in areas one through four. Area five, pre-professional, is where we would need to put co-op, won't fall under areas one through four.
  - Richard Miller: Regarding GER, recently in his department they were told that they are being told they need to get down to 120 hours. He tried to clarify this in last meeting, and has heard this in other places as well. The answer Dr. Wren gave last time was right on, looked at it and there is no mandate to do that. Dr. Miller doesn't think that information is trickling down. When certain people hear that, they get a little bent out of shape because they aren't getting same information.
  - Brent Wren: There is no mandate to go to 120 anywhere, but competitively it might make sense for some programs to think about this. Only thing they've instructed is nothing over 128. No one has said anything to push for 120.
  - President Altenkirch: That's right.
  - Tim Newman: Department chairs think the president is pushing for 120 so might want to correct that.
  - President Altenkirch: 128 is 16 hours per semester on average and that's what we want to see, because that's a reasonable load.
  - Richard Miller thinks it's important to recognize that this message is getting lost somewhere.
  - Brent Wren: Word spreads across the campus. It's not true that we must only accept 60 hours of credit, if just one program goes to 20.

- President Altenkirch: Maybe I should clarify with Deans. I will do that. That is a good point.
- Another thing that HURON suggests, the President agrees with this, is to go to block tuition from 12 hours to some number. Tuscaloosa and Auburn do this, Birmingham does not. Challenge there is and idea is to push a student who is taking 12 hours to get to full time so they get financial aid, to push to take another course to help graduation statistics. The challenge there is to take existing enrollment and look at distribution of how many students take how many hours and try to take revenue and hold it constant and come up with scheme for block tuition to give you same revenue, and it's trouble. Have to pump up tuition and might drive students away. Then don't know what will happen to that class later on. Freezing hours in time, if frozen this way need to know how to maintain the same revenue, but if change the model, students will adjust and might come up with more revenue, but if change the model, might come up with more revenue. Looked at last spring but ran out of time. Word "cognate" we got rid of.
  - Brent Wren: Correct. Don't know if it's gone to all the department chairs and faculty within departments, but have made change to move away from cognate. It had good intentions to refer to interdisciplinary minors, but reality is no difference between cognate and minor. So made decision at Deans counsel to get rid of word "cognate" and instead label everything as a minor. Went through process to eradicate word from website, and materials.
  - Mitch Berbrier: So it's now called a minor, just minor?
  - Brent Wren: Yes, just a minor.
  - Tim Newman: Another miss-information going around by some administrative saying no longer have minors.
  - Brent Wren: That's not true. Will try to correct that.
  - President Altenkirch: Cognate was confusing to college student.
  - Mitch Berbrier: Advising handbook used to use had different definition for minor and cognate. None of cognates fit that.
  - Brent Wren: We lost original intent somewhere along the way.
- Retirement option plan. Released handful of positions. Another wave will come out after Deans meeting. Largest retirement wave will be next June, so we want to pile money up to pay out incentive and then start recruiting process. Have positions in Aerospace and Systems, Gaming and Entertaining Arts, and Biotechnology. Some positions need to be filled for curriculum delivery reasons. So far, it is doing what was intended to do. Second wave should do the same thing.
- November board meeting. Only one thing on agenda, it is the army renovation in University Center.
- Ray Pinner's title has changed to Senior Vice President for Finance and Administration. Board is favorable to doing this. He made that change.
- System hired Joe Bonner, congressman who resigned, to replace Bill Jones, who was the Montgomery lobbyist. Bonner is chief lobbyist. Banister is the other lobbyist. Bonner and Banister will run Montgomery operation.

- Ray Garner is somewhat linked to office, we pulled him back some so his focus is more local, on local elected officials. His title, though his job hasn't changed, has changed to Chief of Staff and Director of Community Relations. Garner will go down to Montgomery as needed.
  - Mitch Berbrier: Promotions or just name changes?
  - President Altenkirch: Just name changes. The title is Ray Pinner's specifically, honorary more or less. His situation would be exactly the same if Senior or not Senior.
  
- Dean of Honors College. Dr. Wren has granted an advertisement.
  - Brent Wren: Drafted as position announcement, the president improved it to become not just a position description but also an advertisement. Will meet next week with honors counsel to finalize it and how to launch a search - national search, internal and external. No search firm, just a committee. Honors counsel will be primary committee involved. National Collegiate Honors Council that advocates for Honors Colleges and Programs, they have a website for job core that can post for free. Will be a full-blown search. Asked Fay to be in touch with you if you're on honors counsel.
  
- Provost search is on track. Ray Vaughn said he has been scheduling interviews for October.
  - Mitch Berbrier: We are finalizing interview questions. Supposed to be October 31st and November 1st. On-campus interviews will be mid-November
 On track to finish before end of semester.
  - Richard Miller: Jack announced retirement, what is status of plans for finding an interim dean or doing a national search for Dean?
  - President Altenkirch: Waiting on announcement, and now we have it and so will start putting together search committee and will go out nationally. Not necessarily waiting on provost to be in place, will start the process right now but hopefully provost will be in place before a selection.
  - Brent Wren: Dean Fay Raines informed her faculty that she is retiring also.
  - Peggy Hays: Retiring June of 2014.
  
- Commencement is Sunday December 15th at 2:00, because of hockey game on Saturday. Can't flip arena fast enough. Platform party had been having breakfast at Embassy Suites, so what we will do is have brunch for platform party and commencement speaker and outstanding students altogether around 11:00am and then go to commencement. People who have worked on commencement, we will have a reception in conjunction with hockey game Saturday night. Commencement speaker is Tasia Malakasis, local owner of a goat cheese factory, Belle Chevre.
  - Brent Wren: She is different from past commence speakers. She is a younger person, with degree in Liberal Arts from here in 1993. Has an interesting career path. Did communications work with technology firms, then wanted to be her own boss and have a cheese factory. Good story for students is to not follow traditional path you think will go down.
  
- Questions/Comments:
  - President Altenkirch: Entrance will be shaped differently because have to move from 70 feet to 43 feet, but will be same architecture as other. Want to build it

soon.

- Brent Wren: Also talked in last discussion about concrete island in the middle, to make more landscaped island.
  
  - Tim Newman: Could you track down what happened to Senate Resolution 11-12/10? Titled “Cross Boundary Complaints”. Senate Bill 366. Passed April 19, 2012. Did it at the administrative request. He thinks it’s on Bob Rieder’s desk.
  - Richard Miller: This was basically which handbook takes precedence.
  - President Altenkirch has never seen it so will look into it. President thanks everyone.
- Brent Wren notified Dr. Berbrier that the retention numbers that Dr. Wren copied him on are officially releasable now so he can share with group.
- Retention rate year 1 to year 2 increased another 2% so at 81% this fall. Four-year graduation rate increased by 3% from 15-18%. Six-year rate increased to 48% now. All positive.
- Officer and Committee Reports
- President-Elect Mok- Nothing
  
  - Past-President Miller - Nothing
  
  - Ombudsperson Heikes - Nothing
  
  - Parliamentarian Newman – Nothing
  
  - Governance and Operations Bitzer – Did faculty appeal elections. 357<sup>1</sup> they are fine with other than minor demographical stuff. Bill appointing faculty representation. Will send minor changes.
    - Mitch Berbrier: Need advice from Tim, Rich and others. Will turn into a bill that needs to be submitted? Has to be submitted by someone other than the President.
    - Richard Miller: A bill is supposed to be submitted to President-Elect who delivers to President and to the Senate, the supposed to be submitted at Executive Committee and they vote to put on agenda. Can come from anyone, even committee.
    - Tim Newman: Has that bill had first reading?
    - Richard Miller: It was rejected by administration, is not a new bill. I wrote the original bill that was rejected.
    - Dr. Berbrier wrote this one and sent it directly to the Governance and Operations Committee. Haven’t talked about it at Executive Committee yet.
    - Phillip Bitzer: Also working on committee restructuring.
  
  - Person Cerro - Nothing.
  
  - Undergraduate Curriculum Hays (co-chair) - No reports.
  
  - Finance and Resources Hickman - Three things. RCEU and Vogler and Dr. Hickman met

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<sup>1</sup> Details being clarified



with Vaughn and he agreed to continue funding, but there was objection to including research staff because they haven't been included in past. Vaughn said will give money but research staff must be included because he wants to bring research and academics together. This is the only way. Dr. Hickman has done some preparation based on last year's proposal. Academics have to predominate.

- Richard Miller: So requirement of even co-mentorship with academic faculty was gone as well?
- Charles Hickman: We suggested that, but Vaughn said had to be available to them. At conclusion, he sort of made committee's argument for them. Vaughn suggested that the committee could evaluate the applicants. Hickman said sure, but academics have to predominate, because it's learning for students. Vaughn said if his idea doesn't work, will consider doing differently next year. Talked with faculty at College of Business they all thought it wasn't anything to create issues over. President can overturn Vaughn's decision, but doesn't think that's worth a ruckus.
- Mitch Berbrier: Ray wasn't completely closed to argument. He said this is a problem that might happen. At some point in the meeting, we suggested that if we do this, then need to make a more rigorous form of evaluation to make sure that those academics are there. Ray said let's do this for a year and see if any problems.
- Richard Miller: This is example of significant turnover of administration at university level and lack of institutional memory. These opinions aren't pulled out of thin air, but based on experience and history. Respect Vaughn for his decision, but the push against is based on history.
- Charles Hickman: Vaughn accepted that, and agrees it needs to be educational experience. But wants to include research.
- Tim Newman: Does he understand that we have a large group of research faculty?
- Charles Hickman: We brought up fact that research faculty had been eligible in past, but staff had not. Doesn't know the numbers so didn't raise it as a specific issue. But at the end of the day, Vaughn said this is how it will be if you want money.
- Mitch Berbrier: This is his broader agenda he has of consolidating campus. Wants to be consistent across policies.
- Richard Miller: Part of our rule last year was that anyone could do it as long as faculty was involved. Research staff would be research scientist, post-doc, someone who is not research Associate Professor.
- Mitch Berbrier: Made argument about history of working with students.
- Charles Hickman: He accepted fact that that our objection was not just to get someone to help for money, but need educational component. Downloaded printout from Department of Labor website and gave to Vaughn, it talked about being underpaid and un-paid. If un-paid, education has predominated. He ultimately said will do it for a year and see how it works out. Sent President Altenkirch an email but haven't heard back regarding funding sheet. Previous provost funded some of the program. Fund sheet shows funding sources from last year. Will follow up about this money. Bernhardt plans to file application for grant with the Space Grant Alliance and anticipates we will get money from there. Chemistry Department has Patent Fund, and they have funded chemistry. RCEU funded out of this too. Got money from someone who developed something here.
- Mitch Berbrier: Might be some funds in other colleges
- Charles Hickman: Yes. Continuing to work on RCEU. Pushing for Business to apply. Regarding budget – he and Dr. Berbrier attended a meeting about UAH Foundation. Have about 50 million dollars in Foundation. About 13 million dollars of that is in real

estate that doesn't generate significant concerns. The whole 50 million dollars has origination in real estate that has been donated to university. Historically their functioning has been to get and sell real estate, which is where most of 50 million dollars came from. Right now, foundation is investing money in pooled Endowment Fund [for the entire UAH system], which has about 1 billion dollars, 37 million dollars is ours (out of the 50 million dollars). We withdraw 5 % of that every year. Weighted average is around 5%. \$700,000 goes to scholarships and rest goes to scholars.

- Tim Newman: Money is being budgeted for that though.
  - Charles Hickman: Meeting scheduled for financing administration committee on October 31st at 12:45 with Ray Pinner. Solicited questions. This is for current year budget. Fiscal year ending in 2014. If you have any questions about where money is going, come to meeting if you want to attend, just let Dr. Hickman know.
  - Richard Miller: Question, not sure whose committee this belongs to. He received some questions regarding last month BPR has setup new programs one of which was 150 thousand dollars to support GRAs as long as they are working with industrial private companies. Are similar programs going to be setup for those who are doing academic research? Don't want two classes of graduate students at university and all grad student production is valuable for university, so will there be a commensurate program?
  - Charles Hickman: Will that be more appropriately addressed to Vaughn?
  - Richard Miller: I think it's Ray Vaughn. Was going to ask president about it, but perhaps a committee should. Other question, while not opposed to GRA program, but seems over last few years to be interpreted as emphasis to support companies in town, but what are those companies in turn providing for the university, other than hiring our GRAs?
  - Mitch Berbrier: Heard him say the intention was to have closer ties with them for them to help us, but it isn't a *quid pro quo* thing.
  - Richard Miller: Would like to see and understand the strategic plan for working in both directions. VPR developed new program to help support graduate student as long as graduate student spends 50% of time working at company in town.
  - Ramon Cerro: By definition graduate student has to have graduate faculty member as advisor.
  - Richard Miller: Not saying there would be no advisor, but instead of being 100% in a lab, some fraction of it is in a company.
  - Mitch Berbrier: If we can somehow get information on historical show of how money is flowing out and to whom and ask questions what has company done for us?
  - Richard Miller: Just interested in the plan, and why it appears to only move in one direction.
- Undergraduate Scholastic Blackmon - No report.
    - Question – When discussing meeting with VPR, I didn't understand when he said something about they wouldn't apply anyways.
    - Charles Hickman: He was talking about research staff. This is the RCEU, limited to undergraduates who work with someone on research and creative experience. Last year, Wai got enough money to fund every applicant. It's across disciplines. Thinks that most of applicants, and faculty and student - both have to apply together in joint application - they work full time for 12 weeks over summer and get stipend of 3,000 dollars.
    - James Blackmon: Had really nice experience of working with students. Most of

the time they use it as a course. Thinks there is value there. Was Charger Renovation plan discussed?

- Charles Hickman: It wasn't.
- Faculty and Student Develop Tseng – Regarding Lecturer Ladder. Touched all of issues. Haven't come up with draft yet though because two members were not at meeting. Will meet next committee meeting. Want to ask questions for committee. One of the issues is library. Library has a need, but we don't have anything for the library.
  - Mitch Berbrier: Have your committee meet with library about this.
  - Fan Tseng: Other universities have library ladders, same as lecturer or separate.

➤ Discussion items

- Faculty Senate Agenda – Approved
- Issue of hiring, tenure and promotion: We are about 60/40 split, with majority position policy documents as a whole clearly do indicate should include PTAC and URB.
  1. Objectively obvious that wording is ambiguous and subject to multiple interpretations.  
*Ayes carried this.*
  2. Good argument that long standing practice should take precedent.  
Dr. Hickman: It's a rule of construction courts will use. Always looking for intent of persons writing laws. If ambiguous, and document doesn't provide answer go to other sources. Then look at intent of drafters and then what has been the practice.  
Mitch Berbrier: All agreed that past practice was to include URB and PTAC.  
*Ayes carried this.*
  3. Thinks the general agreement is that it's desirable and important to the integrity and quality of a process to include PTAC and URB. It's better for university and candidate.  
*No disagreements.*
  4. We do recognize that in some cases when hiring someone new, that pace of process and some details of process may be a little bit different.  
Fan Tseng: Might have to use letters.  
Mitch Berbrier: There's no time to necessarily wait for regular URB and regular PTAC meetings.  
Tim Newman: What's happened in past is PTAC that's assembled had special meeting, and that's been done on short notice.  
*No disagreements.*
- Mitch Berbrier: That's where we are right now. We all have consensus that included PTAC and URB. President Altenkirch is open to including PTAC and URB in process. Biggest concern was timing, thinks we can start working on something to change language. His main concern was to make sure there was something officially in there, written in there, that ensured there won't be any unnecessary delays or something like that. Wants to send back to Undergraduate Curriculum Committee because of their report with new draft including time should be considered. Thinks need to be more explicit about timeline.
- Tim Newman: Talking about a bill or handbook?
- Mitch Berbrier: To change the handbook, don't we need a bill?
- Tim Newman: On the handbook, first step should be let's look at what that revision has in it that's been sent forward because it might be more clear.
- Charles Hickman: The handbook does refer to procedure for internal candidates.

- Tim Newman asks for Dr. Hickman's view.
- Charles Hickman: I did look quickly and saw it referred to sections, but I didn't go to sections, just assumed references were correct. Understanding of intent was that it will refer to internal tenure promotion decisions and same process would be followed. New handbook has this explicitly, not intended as change but as verification.
- Mitch Berbrier: Concerned about that (the timing) now because it's on radar screen. President Altenkirch says not concerned about PTAC or URB, but concerned about in certain situations, you have to move fast when hiring somebody. Also concerned about what does competition do? What is common across universities? Even if common across universities not to include PTAC and URB, it is what needs to be done, it's right thing to do. We can make the case within context of proposed changes that would make this case, especially here, as why this is important, that's why thinking in terms of resolution. We gather data and show list of names of people who have brought in tenure and how many went through PTAC and URB. Also, make the argument that it is important and desirable for the candidate and university as a whole, for integrity of academic institution, and some specifics about under what conditions can have special meetings, what are the requirements for special meetings, and that should be enough. Thinks this might be much clearer.
- Charles Hickman will take closer look at new handbook's language and what it provides. Where is that?
- Tim Newman: The new handbook is still on president's desk.
- Mitch Berbrier: He was reading it this summer.
- Richard Miller: Quick look at it - it doesn't talk about procedure, only criteria.
- Wai Mok: Thinking about strategy since it seems we have consensus. What is best way to convince him not to exclude PTAC or URB again?
- Tim Newman: Colleagues will say this is another instance where administration has decided not to follow the handbook, for whatever reasons. That's one of the faculty reactions. Second, there are other individuals on campus who have come across promotions or are in position regarded as somewhat suspect by colleagues, because colleagues remember the circumstances. There are people who got whatever position under conditions people here remember and know people got promotion because of some other reason, not on their merits. It doesn't serve individuals who get promotion or tenure to not go through PTAC or URB.
- Mitch Berbrier: First point is true. Agree 100%. Second point agree too. What are we going to do about that?
- Peggy Hays: Need a strategy now.
- Wai Mok: If we draw up resolution, will be slap in his face.
- Tim Newman: We shouldn't be shy about doing that.
- Mitch Berbrier – (To Wai Mok) When I left President Altenkirch in meeting, I indicated that we would draft resolution to accommodate our wants to get PTAC and URB in the process, so he understands it will be coming. We ought to make resolution as forceful and persuasive as possible.
- Richard Miller: What we can do is argue that these arguments are intended to smooth things over to make academic appointments valid which eliminates any contentious rumors. It's not intended as hurdle, but trying to validate the choices being made at university level. And eliminate issues Tim talked about. That's not getting in his face, but trying to help him by validating the faculty and acknowledging they're qualified for their jobs.
- Mitch Berbrier: Thinks it's part of this desirable, important, and beneficial part. Initial

intention was to send back to Personnel Committee, but with a lot more information. Will send minutes to Ramon and he can take to committee and draft and we will discuss then.

- Wai Mok: We consider closing the door to diplomacy, it is done?
- Mitch Berbrier: I went to his office and he was absolutely not going to go with our current interpretation, but is open to reworded draft that includes PTAC and URB. Since we agreed it could be improved, let's improve it and include his concerns because they're reasonable. As far as administration ignoring the faculty handbook, I don't know what to do about that.
- Charles Hickman: Doesn't get impression of President Altenkirch that got from past president.
- Mitch Berbrier: Think very much the same. He is smarter, and knows needs to make things easier for him rather than harder.
- Peggy Hays: Regarding transparency - comments were made to support position that we need to go forward with thoughts and how we choose to do it is matter of diplomacy but do need to do it.
- Richard Miller: Related issue is realignment. Has same set of issues of transparency and discussion. Important thing. Engaged multiple administrations on this issue, and need to be serious about not just drafting a bill, but holding, in a constructive way, people's feet to the fire.
- Mitch Berbrier: Some of this is based on his experience. His experience at other places is they didn't go to URB or PTAC; there wasn't a policy on realignment. Tim, can we take some of these [unfinished] issues and have email conversation with these things?
- Tim Newman: Yes.

Meeting adjourned at 2:35 pm.

## Madison Hall/University Center/Wilson Hall

### Guiding Principles

- Madison Hall to be demolished and rebuilt (2016)
- Use of University Center and Wilson Hall to facilitate vacating Madison Hall
- Consolidate student-facing services in Madison Hall
- Locate administrative functions centrally on campus (East of Sparkman)
- Minimize (to one if possible) number of moves a unit makes
- Minimize renovation expenditures
- Reduce student traffic across Sparkman Drive
- If a unit moves, current space (square footage) does not imply future space
- Locate employee and student health centers in same building



**UAH**  
**Space Progression**  
**Current by Building**

Program	Current Location	Temporary Location	Move Date	Final Location	Move Date
Enrollment Svcs. (Admissions)	Engineering Bldg	University Center	6/1/14	Madison Hall	1/1/16
AACoE	Madison Hall			University Center	10/30/14
Budgets & Mgmt. (Budgets)	Madison Hall	Shelbie King Hall	6/1/14	Madison Hall	1/1/16
CoE (Senior Design)	Madison Hall			Engineering Bldg	8/1/14
Counseling Center	Madison Hall	University Center	6/1/14	Madison Hall	1/1/16
Graduate Studies	Madison Hall	University Center	6/1/14	Madison Hall	1/1/16
Multicultural Affairs	Madison Hall	University Center	6/1/14	Madison Hall	1/1/16
Office International Engmnt.	Madison Hall	University Center	6/1/14	Madison Hall	1/1/16
Student Success Center	Madison Hall	Wilson Hall	8/1/14	Madison Hall	1/1/16
Classroom Expansion	N/A			WH 2nd Floor	9/15/16
Honors College	N/A			Madison Hall	1/1/16
Office Expansion	N/A			WH 1st Floor	9/15/16
Welcome Center	N/A			Madison Hall	1/1/16
Budgets & Mgmt. (Payroll)	Shelbie King Hall			Madison Hall	1/1/16
Office of Chancellor	Shelbie King Hall			Madison Hall	1/1/16
Office of Counsel	Shelbie King Hall			Madison Hall	1/1/16
Office of the President	Shelbie King Hall			Madison Hall	1/1/16
Office of the Provost	Shelbie King Hall			Madison Hall	1/1/16
Office of VPFA	Shelbie King Hall			Madison Hall	1/1/16
Office VP Advancement	Shelbie King Hall			Madison Hall	1/1/16
Office VP Diversity	Shelbie King Hall			Madison Hall	1/1/16
Proposal Development	Shelbie King Hall			VBRH	TBD
Pre-professional Programs	Shelby Center/ Morton Hall			Madison Hall	1/1/16
AMSTI, Warehouse	SKH - 1st Floor			Off Campus	TBD
AMSTI, Administration	SKH - 2nd Floor			SKH - 1st Floor	TBD
Advancement Expansion	SKH - 3rd Floor			SKH 2 & 3 Floors	TBD
Clinic, Faculty/Staff	Spragins			WH 3rd Floor	7/1/14
Book Store	University Center			Charger Union	1/1/14
Bursar	University Center			Madison Hall	1/1/16
Clinic, Student	University Center			WH 3rd Floor	1/1/15
Enrollment Services	University Center			Madison Hall	1/1/16
Financial Aid	University Center			Madison Hall	1/1/16
Game Room	University Center			Charger Union	1/1/14
Preschool	University Center			TBD	TBD
Student Affairs	University Center			Charger Union	1/1/14
Office VP Research	VBRH	SKH - 2nd Floor	TBD	Madison Hall	1/1/16
Charger Hospital	Wilson Hall			Nursing Building	7/1/14
Osher Life Learning Institute	Wilson Hall			University Center	8/30/16
Professional Cont. Ed	Wilson Hall			University Center	8/30/16
Testing Services	Wilson Hall			Madison Hall	1/1/16
Requires Temporary Relocation					



**UAH**  
**Space Progression**  
**Current by Program**

Program	Current Location	Temporary Location	Move Date	Final Location	Move Date
AACoE	Madison Hall			University Center	10/30/14
Advancement Expansion	SKH - 3rd Floor			SKH 2 & 3 Floors	TBD
AMSTI, Administration	SKH - 2nd Floor			SKH - 1st Floor	TBD
AMSTI, Warehouse	SKH - 1st Floor			Off Campus	TBD
Book Store	University Center			Charger Union	1/1/14
Budgets & Mgmt. (Budgets)	Madison Hall	Shelbie King Hall	6/1/14	Madison Hall	1/1/16
Budgets & Mgmt. (Payroll)	Shelbie King Hall			Madison Hall	1/1/16
Bursar	University Center			Madison Hall	1/1/16
Charger Hospital	Wilson Hall			Nursing Building	7/1/14
Classroom Expansion	N/A			WH 2nd Floor	9/15/16
Clinic, Faculty/Staff	Spragins			WH 3rd Floor	7/1/14
Clinic, Student	University Center			WH 3rd Floor	1/1/15
CoE (Senior Design)	Madison Hall			Engineering Bldg	8/1/14
Counseling Center	Madison Hall	University Center	6/1/14	Madison Hall	1/1/16
Enrollment Services	University Center			Madison Hall	1/1/16
Enrollment Svcs. (Admissions)	Engineering Bldg	University Center	6/1/14	Madison Hall	1/1/16
Financial Aid	University Center			Madison Hall	1/1/16
Game Room	University Center			Charger Union	1/1/14
Graduate Studies	Madison Hall	University Center	6/1/14	Madison Hall	1/1/16
Honors College	N/A			Madison Hall	1/1/16
Multicultural Affairs	Madison Hall	University Center	6/1/14	Madison Hall	1/1/16
Office Expansion	N/A			WH 1st Floor	9/15/16
Office International Engmnt.	Madison Hall	University Center	6/1/14	Madison Hall	1/1/16
Office of Chancellor	Shelbie King Hall			Madison Hall	1/1/16
Office of Counsel	Shelbie King Hall			Madison Hall	1/1/16
Office of the President	Shelbie King Hall			Madison Hall	1/1/16
Office of the Provost	Shelbie King Hall			Madison Hall	1/1/16
Office of VPFA	Shelbie King Hall			Madison Hall	1/1/16
Office VP Advancement	Shelbie King Hall			Madison Hall	1/1/16
Office VP Diversity	Shelbie King Hall			Madison Hall	1/1/16
Office VP Research	VBRH	SKH - 2nd Floor	TBD	Madison Hall	1/1/16
Osher Life Learning Institute	Wilson Hall			University Center	8/30/16
Pre-professional Programs	Shelby Center/ Morton Hall			Madison Hall	1/1/16
Preschool	University Center			TBD	TBD
Professional Cont. Ed	Wilson Hall			University Center	8/30/16
Proposal Development	Shelbie King Hall			VBRH	TBD
Student Affairs	University Center			Charger Union	1/1/14
Student Success Center	Madison Hall	Wilson Hall	8/1/14	Madison Hall	1/1/16
Testing Services	Wilson Hall			Madison Hall	1/1/16
Welcome Center	N/A			Madison Hall	1/1/16
Requires Temporary Relocation					



**UAH**  
**Space Progression**  
**Temporary by Program**

Program	Current Location	Temporary Location	Move Date	Final Location	Move Date
Budgets & Mgmt. (Budgets)	Madison Hall	Shelbie King Hall	6/1/14	Madison Hall	1/1/16
Office VP Research	VBRH	SKH - 2nd Floor	TBD	Madison Hall	1/1/16
Counseling Center	Madison Hall	University Center	6/1/14	Madison Hall	1/1/16
Enrollment Svcs. (Admissions)	Engineering Bldg	University Center	6/1/14	Madison Hall	1/1/16
Graduate Studies	Madison Hall	University Center	6/1/14	Madison Hall	1/1/16
Multicultural Affairs	Madison Hall	University Center	6/1/14	Madison Hall	1/1/16
Office International Engmnt.	Madison Hall	University Center	6/1/14	Madison Hall	1/1/16
Student Success Center	Madison Hall	Wilson Hall	8/1/14	Madison Hall	1/1/16
AACoE	Madison Hall			University Center	10/30/14
Advancement Expansion	SKH - 3rd Floor			SKH 2 & 3 Floors	TBD
AMSTI, Administration	SKH - 2nd Floor			SKH - 1st Floor	TBD
AMSTI, Warehouse	SKH - 1st Floor			Off Campus	TBD
Book Store	University Center			Charger Union	1/1/14
Budgets & Mgmt. (Payroll)	Shelbie King Hall			Madison Hall	1/1/16
Bursar	University Center			Madison Hall	1/1/16
Charger Hospital	Wilson Hall			Nursing Building	7/1/14
Classroom Expansion	N/A			WH 2nd Floor	9/15/16
Clinic, Faculty/Staff	Spragins			WH 3rd Floor	7/1/14
Clinic, Student	University Center			WH 3rd Floor	1/1/15
CoE (Senior Design)	Madison Hall			Engineering Bldg	8/1/14
Enrollment Services	University Center			Madison Hall	1/1/16
Financial Aid	University Center			Madison Hall	1/1/16
Game Room	University Center			Charger Union	1/1/14
Honors College	N/A			Madison Hall	1/1/16
Office Expansion	N/A			WH 1st Floor	9/15/16
Office of Chancellor	Shelbie King Hall			Madison Hall	1/1/16
Office of Counsel	Shelbie King Hall			Madison Hall	1/1/16
Office of the President	Shelbie King Hall			Madison Hall	1/1/16
Office of the Provost	Shelbie King Hall			Madison Hall	1/1/16
Office of VPFA	Shelbie King Hall			Madison Hall	1/1/16
Office VP Advancement	Shelbie King Hall			Madison Hall	1/1/16
Office VP Diversity	Shelbie King Hall			Madison Hall	1/1/16
Osher Life Learning Institute	Wilson Hall			University Center	8/30/16
	Shelby Center/ Morton Hall			Madison Hall	1/1/16
Pre-professional Programs				TBD	TBD
Preschool	University Center			University Center	8/30/16
Professional Cont. Ed	Wilson Hall			VBRH	TBD
Proposal Development	Shelbie King Hall			Charger Union	1/1/14
Student Affairs	University Center			Madison Hall	1/1/16
Testing Services	Wilson Hall			Madison Hall	1/1/16
Welcome Center	N/A			Madison Hall	1/1/16
Requires Temporary Relocation					



**UAH  
Space Progression  
Final**

Program	Current Location	Temporary Location	Move Date	Final Location	Move Date
Book Store	University Center			Charger Union	1/1/14
Game Room	University Center			Charger Union	1/1/14
Student Affairs	University Center			Charger Union	1/1/14
CoE (Senior Design)	Madison Hall			Engineering Bldg	8/1/14
Budgets & Mgmt. (Budgets)	Madison Hall	Shelbie King Hall	6/1/14	Madison Hall	1/1/16
Budgets & Mgmt. (Payroll)	Shelbie King Hall			Madison Hall	1/1/16
Bursar	University Center			Madison Hall	1/1/16
Counseling Center	Madison Hall	University Center	6/1/14	Madison Hall	1/1/16
Enrollment Services	University Center			Madison Hall	1/1/16
Enrollment Svcs. (Admissions)	Engineering Bldg	University Center	6/1/14	Madison Hall	1/1/16
Financial Aid	University Center			Madison Hall	1/1/16
Graduate Studies	Madison Hall	University Center	6/1/14	Madison Hall	1/1/16
Honors College	N/A			Madison Hall	1/1/16
Multicultural Affairs	Madison Hall	University Center	6/1/14	Madison Hall	1/1/16
Office International Engmnt.	Madison Hall	University Center	6/1/14	Madison Hall	1/1/16
Office of Chancellor	Shelbie King Hall			Madison Hall	1/1/16
Office of Counsel	Shelbie King Hall			Madison Hall	1/1/16
Office of the President	Shelbie King Hall			Madison Hall	1/1/16
Office of the Provost	Shelbie King Hall			Madison Hall	1/1/16
Office of VPFA	Shelbie King Hall			Madison Hall	1/1/16
Office VP Advancement	Shelbie King Hall			Madison Hall	1/1/16
Office VP Diversity	Shelbie King Hall			Madison Hall	1/1/16
Office VP Research	VBRH	SKH - 2nd Floor	TBD	Madison Hall	1/1/16
Pre-professional Programs	Shelby Center/ Morton Hall			Madison Hall	1/1/16
Student Success Center	Madison Hall	Wilson Hall	8/1/14	Madison Hall	1/1/16
Testing Services	Wilson Hall			Madison Hall	1/1/16
Welcome Center	N/A			Madison Hall	1/1/16
Charger Hospital	Wilson Hall			Nursing Building	7/1/14
AMSTI, Warehouse	SKH - 1st Floor			Off Campus	TBD
AMSTI, Administration	SKH - 2nd Floor			SKH - 1st Floor	TBD
Advancement Expansion	SKH - 3rd Floor			SKH 2 & 3 Floors	TBD
Preschool	University Center			TBD	TBD
AACoE	Madison Hall			University Center	10/30/14
Osher Life Learning Institute	Wilson Hall			University Center	8/30/16
Professional Cont. Ed	Wilson Hall			University Center	8/30/16
Proposal Development	Shelbie King Hall			VBRH	TBD
Office Expansion	N/A			WH 1st Floor	9/15/16
Classroom Expansion	N/A			WH 2nd Floor	9/15/16
Clinic, Faculty/Staff	Spragins			WH 3rd Floor	7/1/14
Clinic, Student	University Center			WH 3rd Floor	1/1/15
Requires Temporary Relocation					