

Faculty Senate Agenda - Meeting # 535

March 7, 2013 12:45-2:15 pm, BAB 123

Agenda Items

- 1.** Call to Order
- 2.** Approval of Minutes, Senate Meeting #534
- 3.** Administration Reports
 - Dr. Robert Altenkirch, University President
 - Dr. Vistasp Karbhari, Provost
- 4.** Internal (Senate) Reports & Discussion
 - Acceptance of 28 February 2013 Faculty Senate Executive Committee Minutes
 - Senate Officer Reports
 - Senate Committee Reports
 - Senate Elections Update
 - Ad Hoc Research Committee Report
 - University Committee Reports
 - Library Director Search Status
 - Director of Academic Technologies & eLearning Search
- 5.** Ongoing Senate Business
 - Senate Bill 365: Back to Committee
 - Senate Bill 368: Notification of Senators of Regular Senate Business (2nd reading)
 - Senate Bill 369: Restoration of UAH GER Integrity Rule (2nd reading)
 - Senate Bill 370: Definition of Faculty Representation (2nd reading)
 - Senate Bill 371: Transparency of Tenure & Promotion Process (2nd reading)
 - Senate Bill 372: Reinstatement of JFDR Program (2nd reading)
- 6.** New Business
 - Strategic Planning
 - Faculty Highlights
- 7.** Adjournment

Proxies for Senate meetings must be a Senate-eligible individual from the same academic unit. No individual may carry more than one proxy.

PLEASE SEND PROXIES TO PEGGY BOWER: bowerp@uah.edu



Faculty Senate Meeting 534

February 14, 2013

12:45 p.m. in BAB 123

Present: ***Wai Mok, Chris Allport, Jeet Gupta, Keith Jones, Eletra Gilchrist, Derrick Smith, Chad Thomas, Kwaku Gyasi, Christine Sears, Carolyn Sanders, Deborah Heikes, Anne Marie Choup, Bhavani Sitaraman, Mitch Berbrier, Ramon Cerro, Jeffrey Kulick for Robert Lindquist, Kader Frendi, Jeff Evans, Ina Warboys, Anna Benton, Marlana Primeau, Peggy Hays, Phillip Bitzer, Carmen Scholz, Debra Moriarity, Peter Slater, Leonard Choup, Richard Miller, Jakobus le Roux, Nikolai Pogorelov***

Absent with Proxy: ***Charles Hickman, Eric Seemann, Faye Anderson, Luciano Matzkin, Robert Lindquist, Junpeng Guo***

Absent Without Proxy: ***David Neff, Mohamed Ashour, David Pan, Sherri Messimer, James Blackmon, James Baird, Tim Newman, Claudio Morales***

Guests: ***Regina Hyatt, Dee Childs, Dr. Altenkirch, Dr. Wren***

- Meeting called to order at 12:45 p.m. by Dr. Richard Miller
- The Senate minutes were approved unanimously
- **Dr. Altenkirch** gave a Campus Projects Update
 - SWIRLL – the second ‘L’ was added and it stands for Labs
 - The MDH, UC and SKH projects include renovation and moving like activities closer together

- The NB has its final design. The simple hospital will be moving from WH to the NB. This will free up some space in WH. There are no current plans as to what will be done with the space in WH.
- Tech Hall's west wall has approval to be fixed and it will be metal. A question was asked about the leaks in the roof on that side of the building. Dr. Altenkirch thought they would be fixed by all the repairs done to the wall.
- The Monthly Research Summary Reports were discussed. The Office of Sponsored Programs provides these reports and apparently they are not used very much. Dr. Altenkirch explained how they are beneficial. The reports show who is fiscally responsible and the investigator unit. They are thinking about using the reports as a research report tool. It would be posted on Charger Net and one would have to be a faculty or staff member to have access. Eventually the Banner link will go away.
- Strategic Planning is being reviewed.
- An update on the Vice President of Research was given. Two candidates withdrew from the search for personal reasons. So the search is continuing. Dr. Altenkirch asked for suggestions. One person asked about the third candidate and Dr. Altenkirch said he did not want to select from a candidate of one.
- Dr. Altenkirch had a discussion with Dr. Cerro regarding the VROP. Thirty-two people (50%) have signed paperwork to date. However, until they actually retire, they are not putting much stock into the numbers.
- Enrollment Management was discussed. There will be work to do based on the numbers for Fall 2013; so, there will not be many changes until Fall 2014.
- Alabama System Efficiency Initiative: the Chancellor is looking at finance and curriculum/academic side for more efficiency. Looking at selling assets and distribution of teaching responsibilities.
- The new logo design was reviewed. We are using the Scout Branding Company. The new logo would make the UAHuntsville logo disappear. There was a question about the old log and what was wrong with it. Dr. Altenkirch cited several reasons including it was not modern, sometimes when people saw the old logo they would think of the University of Utah because of the font, it is dull, it needs to appeal to us as well as customers and, lastly, it would look good as an app on a phone. Dr. Altenkirch thinks the design will stick for a long time. There was a short discussion on branding each university in the UAS. Each school needs to have their own because branding needs to be consistent including letterhead, cards, logo for each university's specialty.
- The question of security was raised and the fact that faculty need to know what to do in the event of a lock down. Dr. Altenkirch needed to check on some things before he answers that question. He would get back with them on that.

- **Dr. Brent Wren** spoke about mid-term grading for the week of 2/20-2/27, incorporating record changes. He encouraged faculty to get the grading in as soon as possible. At some point there may be mid-term grading for 300 level courses.
- **Dr. Regina Hyatt** presented an update for Student Affairs. She gave a handout to the Faculty Senate members. (Please see the attached handout for details.) Dr. Hyatt stated that UAH is an exciting place to be. She spoke about new initiatives. The Dean of Students Office surveys new incoming students over a two-year period to determine expectations of work and academics. There is an 85% return on the surveys. They are looking at conducting a second year experience program. An Assistant Dean has been hired and will begin on March 4, 2013. Dr. Hyatt also spoke about health and wellness and the grant from NCAA to assist with students using alcohol and/or drugs. The new Charger Union will be ready to move into at the end of the calendar year. There is a new counselor for students with drug issues. Travel grants are available for students presenting or receiving awards at conferences. We have volunteer chargers. New resources are available to help students in distress.
- **Ms. Dee Childs** gave a presentation entitled "*The Road Ahead*". (I requested via email a copy of her presentation.) Dee presented a list of accomplishments to celebrate (*To Be Attached*). She told the faculty to tell her what they need/want and she'll deliver. Installing a wireless system is complicated but she is working on it. Dr. Rich Miller explained that he and Dee met a couple of weeks ago and he asked that she present to the faculty senate. They both expressed that they are willing to have Dee attend/present to as many minutes as necessary. An on-going effort is network performance and capacity. Dee is working on several things that have a 'domino' effect. Hardware across units will get higher priority. Dee's office is positioning UAH for 'Bring Your Own Device' (BYOD) for students.
- Time was running short so Dr. Miller elected not to discuss the bills.
- The minutes from the Executive Committee meeting were approved.
- There were no officer reports.
- As for committee reports, Dr. Mok reported that a proposal request was sent out.
- The meeting adjourned at 2:00 p.m.



SENATE EXECUTIVE COMMITTEE MEETING

February 28, 2013

12:45 P.M. in SKH 369

Present: Richard Miller, David Neff, Wai Mok, Phillip Bitzer, Deborah Heikes, Ramon Cerro, Ina Warboys, Vistasp Karbhari

Absent: Timothy Newman, Mitch Berbrier

Guests: Robert Altenkirch, Brent Wren

- Dr. Richard Miller called the meeting to order at 12:50 p.m. Dr. Miller noted that Dr. Timothy Newman and Dr. Mitchell Berbrier were both absent.
- **President Report:** Robert Altenkirch—focus on Advancement Division—we will get out a written summary soon. We filled the position of Associate VP for Development. The new VP is Brenda Walker from West Virginia. We also hired some staff writers. There is an RFP out for a web redesign. Responses are due next week or week after. This will be for a web redesign and a mobile site. There is a lot of interest from the web design community, California, New York, and Chicago are the big ones that have responded. There is a couple from Oregon. These are big hitter communications firms. One firm commented you realize this is a several hundred thousand dollar job to do this. We think it will be about \$400,000. There will be 3 major publications coming out of Advancement. One is the annual report. The fiscal books are closed September 30. Information becomes available in November and December and the report will be the highlights of the fiscal year. Some information may be annual. The Publications are done and being printed and will be mailed to 6-700 leaders and we will send a post card to alumni with the website address. There will be a Magazine in the spring and fall and these will make up the 3 major publications. The first will come out in the spring. We are linking up recruiting and alumni. We are picking places with a density of alumni and building a geographical alumni chapter and also recruiting. Dues are required and there is confusion between dues and the annual fund. The Institution will provide funds to run the program. An Institution of this size is too small to run on dues.
- We need to Plan for the long haul. We are finishing the Strategic plan –we got 38 proposals—the Deans have gone through them, the VPs have gone through them, and the Deans went through them again and grouped them. They have called out a group and they will be handed off to the Committee and they will focus on these and finish off the planning process. Thematic areas will be used for marketing and resource allocations. This comes together with VROP. The areas identified will go back to the colleges and the colleges will put together a hiring plan based on curricular needs and thematic areas. Dr. Richard Miller asked would it be possible to distribute the list and the contact

information of the areas –it might be useful for knowing strengths. It is posted on the web per Dr. Robert Altenkirch. There were a handful of proposals that were good but they do not fit the broad thematic areas and we will work with administrators in those areas to pursue those. One was a review of General Education Requirements—this is something we need to do but it is not a marketing tool. Dr. Richard Miller asked how do you see Senate Role and resources and realignment, etc. Dr. Robert Altenkirch responded that when we coalesce in the broad areas—all will have to get together and work with the Deans and Department Chairs on these. They are interconnected—we need a plan. In the large umbrella this is how it works. Dr. Ramon Cerro asked if anyone had looked outside to see where the money is going like the Department of Defense—where are they putting money. The strengths don't seem to match that point of where the money is going outside the institution. Dr. Altenkirch did not agree. There are concentrations here but not necessarily elsewhere. Renewable resources are one of those areas per Dr. Ramon Cerro. Dr. Altenkirch stated that we have to be careful and play off our strengths and not go too far off field. Biotech is one of those areas and we should leverage the presence of Hudson Alpha. The presence of Hudson Alpha is not leveraged that well—strategy—it gives fire power without having to go too far. We have to focus on strengths and what those outside are willing to pay for. Cyber Security is one of those that is married with ideas of big data. Using big databases for information but they need to be protected. UAB is an example—cyber security—forensics. This is an area that is different. Many companies support cyber security. What is realistic for us to do to be known for something? We have many Aerospace students that come from out of state—we are going to a degree from an option and we can use this to market and recruit.

- Dr. Richard Miller stated that Dr. Dean Smith is changing the Research infrastructure and there is a program he has implemented that involves a 50% cost share—this prevents or excludes many faculty from writing a proposal. Very few can come up with that much so it restricts it to faculty working with centers or centers themselves. Dr. Robert Altenkirch stated he will look at it. Many units have fund balances you may not be aware of. Dr. Robert Altenkirch stated he will do some background work that he can share with you.
- Dr. Richard Miller stated enrollment is down—what steps are we taking to manage the budget and the reduction in tuition? Are faculty searches on hold? Dr. Vistasp Karbhari answered there are no faculty searches on hold—searches are ongoing in most colleges. Dr. Robert Altenkirch stated we have gone through a top level budget balancing for the next fiscal year—some things we will defer—i.e. maintenance. The way the State budget is unfolding—there could be a \$2.3M increase over last year. This is fairly substantial taking into account the economy. The expectation is that this will hold. \$200K will go to the State climatologists and the other to the University general fund. We could spend up to \$1M on the Nursing project. One Million Dollars has no strings attached. There will be a deferral of some items. Right now there is no plan for stopping anything.
- Dr. Richard Miller stated the University has seen an expansion of administrative overhead over last few years—the administration has increased over 50% yet there is no money to replace GTAs or increase stipends to improve recruiting—it is thought that the administration of the university has gotten a bit easier while working in the trenches has gotten more challenging. Anything we can do going forward to assist faculty who face being squeezed, anything to make it easier. Dr. Robert Altenkirch stated that universities are being squeezed at every level. This is a pretty thin administration. Administering the university has not gotten easier. Everyone is feeling the pressure.

Restrictions and requirements are being piled on. It takes people and it takes effort. We are getting squeezed at every level—that is the new normal. It is not just faculty. We have to increase enrollment without increasing the cost. Otherwise we cannot dig out. State funding is not going up and research dollars are directed. The only revenue stream is tuition. Dr. Karbhari stated that Student Affairs is run on student fees so all the money to pay for administering Student Affairs comes from student fees. That money cannot be used for other things. The CIO position was crucial to all of us. GTAs funding is slightly below where we would like it to be. The total GTA funding has increased through the years—at least the dollar value. It is not increasing at the pace we would like. Positions are linked to allocation of dollars. Dr. Richard Miller asked how is a request made from a college—does it go from the department to the college? Dr. Vistasp Karbhari answered there is a formula in the budget and it is dependent on classes, etc. It is not where we want it but the college decides where to allocate. Some colleges use the money for other things. The budget allows the money to be moved. There are also tuition waivers.

- Dr. Robert Altenkirch stated that Compliance is one of those areas where there is piling on by regulatory bodies. There is a concern for the environment—child on campus—trustees concern—background check. The Compliance person was in the research office and we no longer have that person—we shifted that responsibility to John Cates. Reason—most compliance functions deal with animal care and use and human subjects—not high density of either so not enough activity to justify having a person full time. We bring together all involved in our campus and the System and this forms a Committee.
- Dr. Richard Miller is working on a list of experts for Jim Steele, one of the new writers, so that when the media calls there will be a faculty member who is an expert in the topical areas.
- **Provost Report:** Dr. Vistasp Karbhari reported we are preparing for the Board meeting in April. We are working with Charles Nash on programs. DBA—NISP will be sent forward at the April meeting, STS cognate—working with Dr. Mitch Berbrier on this—this will also go as an information item we hope. We are working on sending forward an emphasis in music, with emphasis in business music church music, and piano pedagogy, there is also a public history cognate in the works. It is likely one may not make in time but we hope to have the majority there. We are discussing with the System the formation of an Honors college. We will have to go through a proposal because this is the formation of a new unit. This would have to go through the Board and ACHE. We hope there are not too many objections—we are using a variation of what we have used to recruit students. Midterm Grading—Dr. Richard Miller sent suggestions back—encourage colleagues to do midterm grading for important reasons and only as good as faculty reporting. If it extends then the time to help students is shortened. As you think about it we would love to get your input so we can get better results and improve. Several part-time faculty say they have difficulty in getting into Banner. Dr Brent Wren stated we build this into the middle of the semester in the calendar so that faculty will build in some grades prior to that point so they can input a grade by that point—we are not dictating midterm exam. Hope by that point there would be something the students have gotten and the instructors could use it to say you are doing ok or not ok. Dr. Ramon Cerro stated that when you have two sophomore courses it is difficult to get everything in—could reporting be extended a week. Give students feedback so they can get help. The motivation is exactly what Dr. Richard Miller said. Hope students take heed and do something and gives SSC information to contact students. Takes time.

- Dr. Ramon Cerro asked if we provide input on programs. It was stated that it goes through the colleges and the curriculum committees.
- Dr. Vistasp Karbhari stated that we have been discussing the background check for a while. We have looked at on the System level and we have looked at various ways on campus and across the system. We have looked at who we do it on. It will be done on every new employee and for those going up for tenure and those in positions of authority. Someone who gets a promotion that might be in a risk area could be required to have a background check. Prior to the award of tenure. A significant change in employment status. We have checked and an outside company would do—criminal and financial. We will pass the policy document to Dr. Richard Miller that has all the information in it. There is already a mechanism to check when it comes back to make sure it is the right person. The ones we have looked at lists all the names and addresses the person has had. If there is an adverse finding the person is notified. The cost is about \$26-30K per year. We need feedback on the policy and then finalize the policy.
- Dr. Robert Altenkirch reported that they had finished the hockey schedule in the conference. There are 14 games in the conference +1 so there are 16. There are 38 total games—but we can exempt two and we can exempt out Alaska. Officially there are 34 with 16 at home. We tried to get 18 but Denver could not come and we did not get under 18. We had to give up the blocked out weekends. There was a concert, the Globetrotters, wrestling, and Commencement. We said we would play the 13th and 14th if we had to. We are moving Commencement to the 15th which is on Sunday.
- Dr. Brent Wren reported that Spring break for this year stays as is. The 3 school systems have their spring break in sync for next year so do we want to do that? It would put ours a week later and that leaves only 19 days in the semester after spring break. We want input from the faculty. We will hold everything until the Legislature finalizes things and we get feedback from the faculty.
- There were reports from Committee Chairs.
- There was discussion
- Senate Bill 372 was passed at first reading.

**THE UNIVERSITY OF ALABAMA IN HUNTSVILLE
FACULTY SENATE**

**Senate Bill 368: Notification of Senators of Regular Senate
Business**

Bill History: 10/18/12 Before Fac Sen Executive Committee for initial consideration

WHEREAS: UAHuntsville has a shared governance model, and
WHEREAS: the embodiment of a significant part of this shared governance is via the Faculty Senate, and
WHEREAS: the Senate must perform due diligence on matters brought before it, and
WHEREAS: the due diligence required by the Faculty Senate is an expression of academic freedom, and
WHEREAS: performance of due diligence requires sufficient time to review matters brought before the Senate, and
WHEREAS: the President and President-elect of the Faculty Senate are provided with substantial workload reduction in order to perform their duties, and
WHEREAS: the Faculty Senate must have adequate time to review materials and prepare responses prior to meetings,

NOW THEREFORE BE IT RESOLVED:

That Faculty Senate demands that the Senate leadership provide adequate time for performance of due diligence and shared governance,

AND BE IT FURTHER RESOLVED:

that the Senate leadership shall deliver to the Senate all bills, minutes, agendas, and other documentation with adequate preparation time and deliberation,

AND BE IT FURTHER RESOLVED:

that this preparation time shall not be less than 48 hours prior to any senate meeting where these bills, agendas, and other documentation are to be debated, discussed, or accepted.

**THE UNIVERSITY OF ALABAMA IN HUNTSVILLE
FACULTY SENATE**

Senate Bill 369: Restoration of UAH GER Integrity Rule

Bill History: 10/18/12 Before Fac Sen Executive Committee for initial consideration
 1/24/13 Before Fac Sen 2nd Reading; meeting adjourned before consideration
 2/14/13 Before Fac Sen 2nd Reading

WHEREAS, The Faculty respects the high quality of education provided in undergraduate General Education courses at UAH, and

WHEREAS, The Faculty realizes that for our strong four-year professional programs to realize their full potential, we need to be confident that our students are experiencing effective and rigorous General Education courses in their first years on campus, and

WHEREAS, The Faculty understands that its General Education courses are recruiting grounds for majors in the UAH colleges of Science and the Liberal Arts, and therefore GER courses are a key component of our efforts to retain that portion of students who will inevitably withdraw from our professional programs (given that approximately half of all undergraduates change their majors at some point) and

WHEREAS, The Faculty recognizes that campus General Education courses generate net revenue for the university, and

WHEREAS, The experiment of allowing open access to junior college GER classes (a policy identical to the only upper-level two-year

institution in the state) after enrollment at UAH appears to have had no positive impact, and any impact it has had has been in the direction of inhibiting the growth of UAH enrollment and credit hours generated, and

WHEREAS,

The current policy limits the potential for pursuing the UAH administration's declared goal of increasing enrollment in the liberal arts, and

WHEREAS,

The Faculty believes that the university and its junior and senior students benefit from maximizing the number of courses they take at UAH, and

WHEREAS,

The UAH Faculty believes that the current Undergraduate Handbook policy encourages students to minimize enrollment in UAH GER courses, and attend junior colleges in their junior and senior years,

NOW THEREFORE BE IT RESOLVED

That the Faculty Senate requests that the following statement be deleted from the UAH Undergraduate Catalog (under the section *Transfer Students from Alabama Junior/Community Colleges*):

"A maximum of 64 semester hours of credit from a junior, community or two-year college may be transferred to UAHuntsville and applied toward a degree program," and

BE IT FURTHER RESOLVED

That the Faculty Senate requests that the following statement be restored to the UAH Undergraduate Catalog (under the section *Transfer Students from Alabama Junior/Community Colleges*):

“A maximum of 64 semester hours of credit from a junior, community or two-year college may be transferred to UAH and applied toward a degree program. Once a student has enrolled at UAH and has accumulated a total of 64 semester hours of credit from all sources, no additional credit may be transferred to UAH from a two-year Institution. Exceptions to this policy must be approved prior to taking additional coursework. Requests for exceptions must be in writing and approved by the dean of the college in which the student is enrolled.”

**THE UNIVERSITY OF ALABAMA IN HUNTSVILLE
FACULTY SENATE**

Senate Bill 370: Definition of Faculty Representation

Bill History: 10/18/12 Before Fac Sen Executive Committee for initial consideration
 1/24/13 Before Fac Sen 2nd Reading; meeting adjourned before consideration
 2/14/13 Before Fac Sen 2nd Reading

WHEREAS, The Faculty Senate is the permanent body representative body representing the faculty for the formulation of university policy and procedures in matters relating to institutional purpose, general academic considerations, curricular matters, university resources, and faculty personnel, and

WHEREAS, All issues of university governance affecting the faculty at large should go before the Senate before implementation, and

WHEREAS, The Faculty Senate will participate in the selection of academic administrators and in alterations of the academic administrative structure, and

WHEREAS, Faculty Senators are the voice of the faculty, and

WHEREAS, These and other foundations for faculty representation are enshrined in the Faculty Senate bylaws,

NOW THEREFORE BE IT RESOLVED

That “faculty representation” on university committees shall be defined as a sitting Faculty Senator or Senators, or a faculty members appointed by the Senate.

THE UNIVERSITY OF ALABAMA IN HUNTSVILLE
FACULTY SENATE

Bill History: 01/31/13 Before EC, Passed at First Reading (First Reading)
02/14/13 Before Faculty Senate at Second Reading

Senate Bill 371: Transparency of the tenure and promotion process with respect to signatures on majority and minority reports of tenure and promotion committees

WHEREAS open dialogue and diversity of opinions are important to ensuring the integrity of the tenure and promotion process, and

WHEREAS when votes on Departmental Committees, PTAC, and URB fail to yield unanimity, the Faculty Handbook allows for a “minority report” to be included in the record, and

WHEREAS the Handbook requires that all faculty sign all the reports as if they were a single unit and

WHEREAS the faculty responsible for writing a majority -or minority- report cannot thereby be identified and, as a consequence, the reports become anonymous, and

WHEREAS it is unfair to committee members that their signatures be associated with a report with which they disagree and

WHEREAS this approach also vitiates the transparency so important to this vital process,

NOW THEREFORE BE IT RESOLVED:

That when promotion and tenure committees produce both Majority and Minority Reports, a separate set of signatures be associated with each report, and faculty must sign the report which most closely reflects their own views and votes.

**THE UNIVERSITY OF ALABAMA IN HUNTSVILLE
FACULTY SENATE**

**Senate Bill 372: Reinstatement of UAHuntsville Junior Faculty
Distinguished Research (JFDR) Program**

Bill History: 1/30/2013: Submitted by Faye Anderson, Ramon Cerro, Kader Frendi, Wai Yin Mok,
David Neff, Christine Sears, Ina Warboys
1/31/2013: First Reading, Sent to Finance Committee for Revising/Review
2/28/2013: Back to EC, Passed at First Reading
3/7/2013: Before Senate for Second Reading

WHEREAS: Full-time tenure track faculty are future assets of UAHuntsville, and
WHEREAS: tenure track faculty require seed money to develop their research programs, and
WHEREAS: in the past the JFDR program has led to significant research and publications by
junior tenure track faculty, and
WHEREAS: it is unfair for tenure track faculty to compete with their tenured and more
established counterparts for UAHuntsville’s internal research funding, and
WHEREAS: the JFDR has helped UAHuntsville recruit the best faculty, and
WHEREAS: there is overwhelming support for this bill from both tenured and untenured
faculty across the campus,

NOW THEREFORE BE IT RESOLVED:

That the Faculty Senate strongly urges the University to reinstate the UAHuntsville Junior Faculty Distinguished Research (JFDR) Program.