Faculty Senate Meeting
October 20, 2016
12:30 P.M. in NUR 205A

Present: ***Sophia Marinova, Laird Burns, David Stewart, Ryan Weber, David Harwell, Joseph Taylor, Christine Sears, Jeremy Fischer, Anne Marie Choup, Kyle Knight, Michael Banish, Tingting Wu, Yuri Shtessel, Fat Duen Ho, Earl Wells, James Swain, Kader Frendi, Christina Carmen, Tracy Durm, Marlena Primeau, Mary Bonilla, Qingyuan Han, Roy Magnuson, Carmen Scholz, Harry Delugach, Tim Newman, Dongsheng Wu, Ming Sun, Vladimir Florinski, Monica Dillihunt, Shannon Mathis, Carolyn Sanders***

Absent without Proxy: John Schnell, Kevin Bao, Eric Seeman, Dianhan Zheng, Ramon Cerro, Babak Shotorban, Mark Lin, Casey Norris, Ann Bianchi, Amy Hunter, Michael George

Absent with Proxy: David Harwell, Xuejing Xing, Maria Steele, Shanhu Lee, Debra Moriarity

Ex-Officio: Provost Christine Curtis

Guests: ***President Bob Altenkirch***
Mr. Ron Gray
Mr. Britt Sexton

- Faculty Senate President Mike Banish called the meeting to order at 12:33 pm.
- Approval of Faculty Senate Meeting #571 Minutes from September 29, 2016. Laird Burns request that his name be changed to absent with proxy. Tim Newman **motions** to approve Minutes 571 with amendment. Kader Frendi seconds the motion.
  Ayes carry the motion. No oppositions.
  Motion to approve Faculty Senate Minutes 571 ***passes.***
- FSEC Report from October 13, 2016
  Kader Frendi **moves** to accept. James Swain seconds the motion.
  Ayes across the room. No oppositions.
  Motion to accept Faculty Senate Executive Committee Report from October 13, 2016 ***passes****.*

- **Summary of Meeting**
  - Lecturer Policy passed third reading with amendment.
  - Bill 396 passes second and third reading unanimously.
  - Librarian Policy passes second and third reading.
  - Hoverboard Policy passes third reading.
- **Presentation by Board of Trustee Members**
  - Mr. Ron Gray

- Britt and I are the main representatives for this campus. We want to go through the presentation quickly. We want to introduce ourselves individually. I am from Huntsville originally. I worked in Birmingham for a while and moved here in 1995. Over that period of time, I have been involved with three companies. I have been very blessed to be a part of this town and community. It's a great place to work and raise families. I am married and have two children. We have been on the board since 2009. We have been through a lot with this campus and are invested into this place.

- Mr. Britt Sexton
  - I am from Decatur and have a daughter who just graduated from Randolph. I am familiar with the Huntsville area. My passion is economic development. When I was interviewed I said this campus is a sleeping giant. It is growing and being a trustee we do have a judiciary responsibility. We had a great lunch and are available for one on one time.
- Mr. Ron Gray
  - How many have knowledge of the roles and responsibilities of the board? The system is large. It includes campuses here, UAB, and UA. The UAB campus is responsibility for UAB Health System. We take this seriously. Whatever we can do in this conversation to emphasize to this group that this campus has importance with the board. Capital investments are tangible items that come to the trustees. Academic programs, we have been very energetic to support a comprehensive university. The board consists of fifteen members. We have two members from the seven districts. Britt and I are the two for the fifth district. We serve potentially three six year terms. We have been at it quite a while. You can't read this; I will make these charts available to you. The board of trustees executes its responsibilities through a committee structure. There are a couple of key points out of this chart. One is that this campus is represented very well by me and Sexton. We are heavily involved in all the committees. Britt was the prior chair of the finance committee and I am the current chair. If you were to summarize the number of committees that are led by these two trustees, the take away is this campus the board looks to us for this campus. They count on us to know. We are very well represented upon the board. One of the things we did when community unrest was an issue. The board of trustees took that concern very seriously. We have a UAH committee led by us that includes half the board. We meet once a year. The board is very interested and supportive of this campus. The trustees that represent you are well positioned to provide positive influence to the board in regards to this campus. One of the things that is important is we won't solve the state budget problems. One of things the university through the board of trustees, we have initiated a very aggressive campaign to protect the education trust fund. This board is spending money and resources to make sure that the funds are protected.
    - Carolyn – Are there any UAH grad's on the board of trustees? Is that something that has been discussed?
    - Ron – No, there aren't. Joe Rich was a trustee representing the fifth district in 2010. I think it is a concern but the most important thing is that the trustees that represent you have influence at the board level. Ideally, that would be great if it was a UAH grad. The board receives the same question from Birmingham. They do have grads on the board.

- Carolyn – I think many of us are aware of retirement. The impact of the suggestive changes politically, is scary. We hear a lot in the RSA newsletter and are becoming more concerned. Is this a topic that comes up among the board?
- Britt – The current chancellor served on the RSA. We made a point to get him involved. It's on the radar.
- Ron – The rules have changed on how we have to account it. I don't have any solutions.
- Britt – If Ray Hayes rolled off, I will make sure that we have representation.
- Harry – I was faculty senate president in the mid 90's. Tuscaloosa was huge at that time and UAB almost as big. I am pleased to hear that we have two trustees on board that are representing us so well. How does the board treat you as representatives of this place?
- Ron – That isn't how it is thought of. They view of us independently. We treat every entity the same. One thing that has changed from the 90's, the board at that time wasn't as active. It was more of a board that people wanted to be on for a status point. It was realized that this board has a judiciary responsibility. We operate according to the manual. That perception isn't how we operate.
- Ron – Karen Brooks has had the same question asked. Her response is it is your child you love them all the same. We try to operate that way. I have left business cards here if you need my cell number.
- Mike – Let me add to that. I was actually approached at the board meeting by our representatives and asked can I talk with the faculty senate? That shows there has been a change in the engagement. This will be an annual occurrence now.
- Tim – Thanks for coming. Five years ago, you reached out to me. I appreciate that so much. Thanks for continuing this. I have been here for 20 years. We have moved forward from that point. It looks so much better than 20 years ago. What is the board's vision for 20 years from now?
- Ron – The vision would be for UAH would be to continue to capitalize on strong leadership. This campus could handle more. I know there are growing pains with growth. If you manage the growth well, you can produce revenue that provides support for the enterprise. We have not had a formal board declaration but I think the board would say let's keep building.
- Carolyn – I am a music professor and been here for a while. As a music professor, if we are going to do our best work with students on the technical sides, we need to feel our discipline to create music majors is highly respected. I question how much the board respects these kinds of majors. We want to have a sense that music is respected as any other major.
- Ron – Why would you have that question?
- Carolyn – Under previous administration, there was question among the board of trustees that he walked away from a $25M.
- Ron – You know that President isn't here anymore.
- Carolyn – I appreciate that. Our music facilities are terrible in comparison to the high school.

- Ron – That is between you and the President. It would be on us if we turned down something that Dr. Altenkirch came to us with a music facility proposal. What happened in 2008 is inexcusable.
- Carolyn – You can understand why we feel like the step sister. There is speculation among the campus of the board of trustees support among all majors.
- Mike – As we have a continuing discussion, we will get past that.
- Member – The university I was with before experienced a high rate of growth. Seeing the morale of the professors was low and the personality of the university was different. How can we maintain the personality of UAH?
- President – The average ACT score of this group is the highest ever and the highest in the state. If you look at the strategy for enrollment growth, when the freshman class grew so did the ACT score. We are getting a cluster of students around 27/29. The discount rate for freshman is 55%. It will hold steady and the ACT score will grow each year. The discount rate across the board is 25%.

- **Officer and Committee Reports**
  - Mike Banish, President
    - We have a ballot for faculty members on various committees. One of them is campus planning. I am going to pass out the ballots and the role to confirm that the ballots match the attendance.
    - I want to announce that Dr. Frendi has a Research Education committee that he could have a few more members on. If you are interested in graduate education, it isn't just PHD and engineering. Somewhere along the way this campus will have a PhD in liberal arts or business.
    - I have started the charger foundations ad-hoc committee. Right now we are missing people from science and business. We don't have a representative from business or science. Provost will have her own committee on charger foundations. This is our own committee. If you want to have some say on this, we need a few more people. Please volunteer for that committee. The current committee chair may not remain the full time chair but he is getting it started.
  - Kader Frendi, Past President
    - I do have membership and will call a meeting soon.
  - Carmen Scholz, President-Elect
    - I am looking at problems and complaints from the research area working with C&G. There is a lot of disconnect and running into problems. The life of PI's is made very difficult. If any faculty has examples to give. Something has to happen to resolve this issue.
  - Joseph Taylor, Finance and Resources Committee Chair
    - The RCEU proposals from faculty are due the 28th. We've added six new stipends. Honor's has started their own RCEU and won't be competing for those stipends.
      - Sophia – We had a discussion in the college of business, who reviews the proposals?
      - Joseph – The finance and resource committee.
      - Tim – I noticed that the call for last year is on the senate website. Is this year's up?
      - Sophia – It's on the website.
  - Tim Newman, Parliamentarian

        - I don't have a report as Parliamentarian but has chair of the faculty database committee. We have met twice and formed subcommittees. We are starting to look at alternatives to digital measures. If you have any feedback with past digital measures, you can send those to me. If you have any ideas for a new database let me know. The primary ones are Digital Measures and Digital 180. Many universities that adopted those successfully have invested a considerable amount of funds to use them.
    - Christine Sears, Undergraduate Curriculum Committee Chair
        - No report.
    - Monica Dillihunt, Governance and Operations Committee Chair
        - No report.
    - James Swain, Undergraduate Scholastic Affairs Committee Chair
        - We are reviewing three policies.
    - Mike Banish
        - By the agenda we have the lecturer policy that is coming up. The lecturer policy, this is the third reading. There were votes against it in the last meeting. I am introducing a motion for the third reading. Joseph Taylor motions to accept the lecturer policy. Christine Sears seconds.
        - Roy – I have a motion to amend. I am proxy for Debra Moriarity. There is some red text letters added. As much as possible, we should be using tenure-tracked. In her experience, the main concern is people we qualify to teach are lecturers and have no problem using them. The concern is that this instruction is restrictive and inappropriate. I amend to strike.
        - Mike – Do I have a second to this amendment? Laird Burns seconds.
        - Tim – Personally, I don't see the value in striking this. The text does not say that lecturers can't be used for other things but it talks about their use in particular. As a member of the faculty interest long term, I have been opposed to this policy from the beginning and this can take us in a direction that causes increased reliance on non-tenured faculty. Striking this in fact would enhance that movement. It opens the use of lecturers for anything. I am speaking against the amendment. I am against the bill, but really against removing this text.
        - Member – That is problematic for nursing. I am not sure for other colleges if you have tenure and lecturers. In nursing, we have tenure track and clinical track, they are full time committed. We have part time also. Our structure is different and that statement is problematic to us.
        - Mike – In this case, tenure track includes clinical. This was born out of stopping the administration from hiring part time lecturers to fill in slots. There is a departmental responsibility built into this. Your argument could be I need a part time person to teach long term.
        - Member – It doesn't say that.
        - Laird – Right above this is the clinical requirements. If you are not tenure tack or clinical there is a third level. We are hiring part timers. If we have someone who has taught for six year and then hire a tenure track person, under this policy, you can't send this person home.
        - Mike – Hopefully you are growing and accommodate both of them. One the reasons we worked through this policy is the administration argued if you don't have enough classes. You have the models you should know what is happening a year out.

- Harry – Making assumptions about planning and growth, I am opposed to passing a policy based on assumptions. The red isn't binding. It reads the intent. It isn't a policy.
- Joseph – The history of this bill include the history of the institution. We pulled parts out that were not part of the handbook. The initial purpose was to create a tier system for those that are here. I have never viewed this as a hiring policy. We have made this about hiring practices, and added patronizing information.
- Roy – I think we have had good comments. I move that we vote on this policy.
- Carolyn – The amendment?
- Roy – Strike the red that starts with teaching at all levels.
- Mike – Roy had a motion to strike the red letters.
    - Joseph Taylor seconds amendment.
- Tim – This is a vote to close debate.
- Mike – All in favor of closing debate and vote to vote. 29 in favor. 4 opposed. 1 abstains. We now vote on the amendment. All those in favor of striking the text in red. 10 in favor. 16 opposed. The amendment fails.
- Tim – I think we need to change tenure track to tenured or tenure tracked faculty.
- Mike – Is that a motion?
- Tim – Yes.
- Mike – Second? Carmen Scholz seconds.
- Mike – All in favor of this amendment. 29 in favor. 3 abstain. Amendment carries.
- Member – I am wondering could we have an amendment to include clinical.
- Mike – Clinical faculty are covered in a section of the faculty handbook. This is something that isn't covered in the faculty handbook. Clinical faculty is like tenure and tenure earning.
- Roy – Is this policy meant to be retroactive?
- Mike – No.
- Roy – I am concerned about unintended consequences.
- Mike – That will be left to department chairs.
- Mike – Could I have a motion to vote on the lecturer policy?
- Laird – I understand this to read that if they have been here for six years they will receive tenure?
- Mike – We have fifty lecturers on this campus, correct? We have fifty people who go semester by semester without knowing if they will be employed. Many have been here fifteen years and never received recognition. We have been working on this policy for two years. It isn't perfect and we may have some consequences.
- Sophia – Have you looked at what other institutions are doing?
- Joseph – Yes, they have something.
- Tim – Maybe there is an easy way out of this. Laird, I agree with you about the language at the top of page two. Can you think of another term to add there that would address your concerns?
- Laird – Maybe five or six year contracts?
- Harry – If your program is cancelled or limited, we can't be promised to keep you.
- Tim – What if we added educational considerations for a cause of dismissal? Would that satisfy liberal arts and business?
- Laird – I just thought it was a strong statement.
- Tim – What if we added educational considerations, Laird? I would like to make an amendment to add a third condition, unit educational considerations.

        - Mike – Is there a second? Carolyn Sanders seconds. All in favor. 24 in favor. 4 opposed. 3 abstain. Motion carries.
        - Mike – I would like to call a vote on the lecturer policy as amended for third reading vote. All in favor. 26 in favor. 1 opposed. 2 abstain. Lecturer policy passes third reading.
    - Mike – I am going to introduce Bill 396 with a correction. The second $2500 should be changed to $5000. The VPR has already implemented this policy, but we are saying we like this for the long term. I would like to introduce amended Bill 396 for discussion and vote. Carmen Scholz seconds. All opposed. No oppositions or abstentions. Passes second and third reading unanimously.
    - Mike – I am going to introduce librarian policy for second reading. Tim Newman motions to approve. Joseph Taylor seconds. Ayes carry.
        - Harry – Why do lecturers get a 6 year probationary period and librarians get 8?
        - Mike – That was from the librarian director.
        - Vladimir – We discussed this in the personnel policy. Librarians to serve on the faculty senate? Is there language?
        - Mike – There is language there.
        - Mike – All opposed to librarian policy. Ayes carry unanimously. Policy passed second and third reading.
    - Tim – I move to untable the Hoverboard policy. Joseph Taylor seconds.
        - Mike – Any discussion? All in favor of the policy. 1 opposed. Tim Newman moves to third reading. Joseph Taylor seconds. Ayes carry. All in favor of Hoverboard policy. Ayes carry. 1 opposed. Policy passes third reading.
- Motion to adjourn by Harry Delugach, seconded by Joseph Taylor. Ayes carry. Meeting adjourns at 1:57 pm.