
FACULTY SENATE Meeting
January 19, 2017
12:30 P.M. in NUR 101A

Present: *Sophia Marinova, Laird Burns, Yongchuan Bao, David Stewart, David Harwell, Joseph Taylor, Irena Buksa, Christine Sears, Jeremy Fischer, Kyle Knight, Tingting Wu, Yuri Shtessel, Fat Duen Ho, Earl Wells, James Swain, Christina Carmen, Ann Bianchi, Marlena Primeau, Maria Steele, Mary Bonilla, Qingyuan Han, Shanhu Lee, Roy Magnuson, Jeff Weimer, Harry Delugach, Tim Newman, Dongsheng Wu, Ming Sun, Vladimir Florinski, Monica Dillihunt, Michael Banis, Kader Frend, Mark Li, Carmen Scholz, Anne Marie Choup*

Absent with Proxy: *Xuejing Xing, John Schnell, Ryan Weber, Carolyn Sanders, Ramon Cerro, Babak Shotorban, Casey Norris, Amy Hunter, Shanhu Lee, Debra Moriarity, Shannon Mathis*

Absent without Proxy: *Eric Seeman, Dianhan Zheng, Tracy Durm*

Ex-Officio: *Provost Christine Curtis*

Guests: *Vice Chancellor Dr. Nash*

- Faculty Senate President Mike Banish called the meeting to order at 12:33 pm.
- Approval of Faculty Senate Minutes #574. Laird Burns moves to accept. Sophia Marinova seconds. Ayes carry.
- Accept FSEC Report from January 12, 2017. Kader Frendi motions to accept. Monica Dillihunt seconds. Ayes carry.
- **Presentation by Vice Chancellor Dr. Nash**
 - I have been a part of the Alabama System for a while now. It is a great opportunity to serve along with you. Thank you for being a part of all this. I would like to take the time to work through with you to answer some of the questions that were sent to me. We will have a substantial change happen tomorrow. I can only give my opinion on things that may take place.
 - We have 26 community colleges within the state. We have 14 four-year colleges. University used to be a sacred name. Then a swoop took place in Georgia and every four-year college became a university by name. It may not be a university just because of its name. The name doesn't always make the point to what it is. The National Association of System Heads is an organization. Our system belongs to NASH.
 - There are seventeen members of the Board of Trustees. There is a twist to one congressional district in regards to the BOT. In the district where University of Alabama resides, there are three. Our organizational chart for the Board of Trustees is currently under reconstruction. The board has committees. There was some concern that UAH

- wasn't getting the resources deserved. The board then created a UAH committee that meets twice a year to discuss support, resources.
- The University of Alabama, called the University of the State of Alabama, was approved in 1820. The students didn't arrive until 1831. Each mission statement for each campus cannot contradict with the board's mission statement. We have guided principles. This may help answer some questions. This system offers opportunity for all student diversities. The board was supportive of valuing diversity and encouraging diversity. If there begins to be some backing away of diversity in our new national governing, we continue to do the right thing. The right thing will be debated. We are interested in the same outcome and do the right thing. We spend a lot of time finding opportunities for collaboration. It should start in Pre-K and carry through Doctoral level studies. We hope that it would continue beyond into continuing studies. The committee I serve on is involved with reviewing mission, role, and scope.
 - I like to talk about selective excellency. We ask can we achieve excellence. If you can answer that question, then we know we are striving for excellence. If you all decided tomorrow that you wanted to start a law school or medical school, you would probably receive push back. We talk about ethics and human values. We talk about Title XI. This makes sure that we are treating people fairly.
 - I have listed the mission statement from UA and there is not much difference in their statement versus UAH. The same kind values are imbedded.
 - Sophia – Is there a reason UAH doesn't list cultural enrichment?
 - Dr. Nash – It doesn't, does it.
 - Sophia – No, I don't see it.
 - Dr. Nash – That word is not used. This was created by you all.
 - Provost – If you look at the mission statement, there is a statement about acknowledging that area.
 - Dr. Nash – It is embedded somewhere else.
 - I am happy to remind my business colleagues that the system is a huge business. We have over 65,000 students. When you add in employees to that number, it becomes a large entity. We have 28,992 employees. That is a lot of people that are impacted by the system. You see where our appropriations come from. About 9% it takes to move all the parts of the system comes in state appropriations.
 - Provost – I understand UAB's staff number is very high. Is this number the university?
 - Dr. Nash – Yes.
 - Provost – You have the university and hospital split.
 - Dr. Nash – I am not sure. That is a great question.
 - You then see the economic impact, over \$8B.
 - Kader – With the state funding so low, why are we a state system?
 - Dr. Nash – Because people own it. If it went to zero, the people still own it. We used to be state supported; now we are state located. Whether the number we receive, by law and constitution it belongs to the people of Alabama. In some states, student tuition is considered state support. If you were a state like that and add that money back, that number would then go up greatly. We don't add in tuition as a state expense.
 - I have followed issues across the country. I have followed governing boards. In terms of issues, in 1996 the number one issue was cost and productivity. If we start to move towards outcomes based funding, the issue of productivity will be high on the agenda. By 2003,

homeland security moved quickly to the top of the list. In 2015-2016, athletics, financial concerns, college access, performance all became top on the list.

- Harry – Are these listed in top priority?
 - Dr. Nash – Yes, they are listed that way.
 - Sophia – Is this being viewed as private or public?
 - Dr. Nash – That has always been the question. I would say that higher education is a public good.
- When we discuss branding an institution, we are all working on branding. The signage, buildings, entrances, stationary that is all about branding. The goal is to make people interested in making this their institution. Branding typically precedes recruiting. It seems to me that you should have these elements to complete strategy. Finding students, the mentality of, “we build it, they will come”, is not the case anymore. In Alabama, we are flat in high school graduation. Other states are working to get the best students in Alabama to come to their university. If a student wants to be an engineer, they may come here. If they want to be something else, they may go to another university. Seeking students out is a process. I suspect all of you are a part of the recruiting process. Once you get them here, you work on retention. It is a matter of having the come and stay. The student has a role in that. This doesn’t fall strictly under the faculty. Activities, housing, transportation, library, all falls under retaining a student. Faculty carries a heavy load in this by working with the students. Your part is to assist them to be successful. Then with graduation, we receive points. We should then follow up to make sure they are doing well in the work force and to see if there was something we could have done better.
 - Resilience becomes part of the equation for our student. You need to work with them to become resilient. This helps them to be able to manage personal issues along with continuing their education.
 - Mike – We hear that library directors are getting together to make resources available to all campuses. That isn’t happening. Can you help us with that?
 - Dr. Nash – I certainly can. Some have what you need, that will continue. Where you don’t have access, I would say try it and see what happens. We have the NAAL. I would suggest you find out more about that. It is collaborative among all the public libraries among the state. A lot of resources are made available through this. Explore it and see if it has value to you. If there are impediments that exist among our libraries, I am willing to work among the campuses to make sure we all work together. I am sure that our system office would be on board with making it possible.
 - Christine: That has been said since I have been here. It has never been done. There are things I need that are only available at UA.
 - Member – You may remember that Dr. Whitt pulled together people from each campus to share resources. It came down to the providers not allowing us to share resources because they see us as three separate entities. It is a revenue issue.
 - Laird – I don’t know what journals you are looking for, but I went to another university outside of our system to get resources. I was set up a login to access those resources and its working.
 - Provost – We will probably have to pay for the license at UA. It will continue to cost.
 - Dr. Nash – That is where the providers come in. The company wouldn’t give up revenue for our advantage unless we entered into competition.
 - Mike – It is on your radar. We will trust that when we see you in April that will still be on your radar.

- Kader – I like your uncertainty chart. A lot of campuses are nervous about this uncertainty. They are moved into signing the DACA to protect those students from immigrants.
 - Dr. Nash – I am not familiar with the list. Is this asking that DACA continue? I know that we admit questions that are DACA clear. We have been doing that ever since the dream act became into existence. We don't foresee stopping that. DACA students are documented. We don't enroll undocumented students. Unless something changes, they are legitimate students.
- Tim - You were on board when we had a lot of disruption within the community. The language was that UAH is the step-child of the UAH system. The question is think the UA System to the campuses have become more regressive? Faculty is concerned with five areas: areas of hires. When we hire a coach, money is no issue. If we have a hire in upper level administration we pay at a high level. Within the faculty, we may pay below market. When increases come around, the campus here the median percentage increase for the medium of administration was higher than 80% of faculty. We feel there is favoritism to the top. Positions are another area. We have seen an addition to administration positions, but not to faculty positions to keep up with the growth rate. Issue with professional development, it seems administrators have funds to go to national level meetings, but faculty has to pay their own way, or a very small amount there to pay. I think it is an interest to those who want to go to an educational meeting. Grant money doesn't pay for you to go to educational meetings. Lastly, academic freedom, it seems there is a nibbling away of tenure rights. It seems regressive to me. Intellectual property, we see statements that all faculty intellectual property belongs to the university. I think that is a regressive concept. Frankly, I thought this was outlawed by the 15th amendment. Do you think we are our system has become more regressive?
 - Dr. Nash - There are a lot of good questions in there. Let's talk about the structure. In the system of GA, the appropriation came in a lump sum. The money came to the chancellor. Then the chancellor's office went through a budget request and allocation process. The Presidents presented their needs to the Chancellors. The responsibility of the system office was to determine needs and requirements for all the campuses. It was even standard practice for the system office in GA to hold back money. The point is in that case there could be an appropriate criticism to the chancellor's office. The way we do it is just the opposite. The allocations are made specifically to each campus. The system office has no control over that appropriation that comes to this institution or the other two. Anything related to tenure, salaries, are made here. The only thing that comes to the compensation committee at the board would be in regards to the president's salary. Everything else below is made at the campus level.
- Motion to extend meeting. Tin Newman motions to accept. Ayes carry.
 - Mike – The Provost needs members to serve on the online excellence task force. I need a motion for Dr. Volger to serve. Member approves. Carmen Scholz seconds. Ayes carry.
 - Mike – Handbook Chapters 4-6 and Appendix A has come back to us. We are going to renegotiate their changes. We will also renegotiate the librarian/lecturer policy that has been returned.
 - Eric Seeman has resigned as ombudsperson. Our bylaws say that it falls to Dr. Scholz to finish the term. I need a motion for Dr. Scholz to fill in for the remainder of the year. Kader moves. Tim seconds. Ayes carry.

- Motion to adjourn by Kader Frendi. Tim Newman seconds. Ayes carry. Meeting adjourns at 2:05 pm.