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**FACULTY SENATE Executive Meeting**  
**December 8, 2016**  
**12:30 P.M. in CTC 103**

**Present:** *Monica Dillihunt, Kader Frendi, Carmen Scholz, Joseph Taylor, Christine Sears, Ramon Cerro, Mike Banish, Tim Newman, James Swain, Eric Seeman*

**Ex-Officio:** *Provost Christine Curtis*

**Guests:** *President Bob Altenkirch*

- Faculty Senate President Mike Banish called the meeting to order at 12:34 pm.
- Meeting summary:
  - Bill 398 passes first reading and approved for full senate meeting 574 agenda.
  - Second bachelor's degree policy was sent to undergraduate scholastic affairs for review.
  - On-call and call back for non-exempt employees was voted non-faculty governance and sent to each committee for voting.
- **Administrative Reports**
  - President Bob Altenkirch
    - A fence around the residence site will go up this month. We will start construction on the incubator soon. We have one or two fraternity/sorority houses under construction at the same time. The number of houses will depend upon signing the agreement. We will definitely build one. Expect a lot of disruption around campus. The residence hall will create some disruption. The incubator will cause parking disruption. The road that runs the south end of the greenway will be closed.
      - Mike – Is that legal? Will it be closed before or after the credit union?
      - Provost – Yes, it is and it will be after.
    - Commencement is Sunday the head of NIST is speaking. This was at his request.
    - Kader – A lot of university Presidents are getting on board with Deferred Action Childhood Arrival. This is children of undocumented immigrants and keeps them from getting deported. My alma mater President signed this along with many others. I don't know how many we have here at UAH, but many are worried about being deported. A lot of schools in the northeast are taking action.
      - President – I don't know what actions we can take. We have to follow the laws. If a student enrolls, we don't question them.
      - Kader – I think some schools are declaring to be safe zones.
      - President – You have to be careful to not violate federal laws. I am not familiar with the letter you are referring to.
      - Mike – It is on the chronicle of higher education.
      - Kader – I can send it to you.

- President – Yes, send me what you have. I will ask John Cates what our positions are.
  - Carmen – We do ask if they are a citizen.
  - President – Yes, but we don't do anything about it. That is in reference to tuition.
- President – On the incubator, a piece will be coming out about a \$5M gift. That is the last piece of the puzzle for the incubator. If the board approves it, the building will be named after the donor. It will be the first building to be named after a person and will set the bar.
- Provost Christine Curtis
  - Good news is that on Tuesday we received full affirmation of our accreditation for ten years. Thank you to everyone, it was a team effort. I am sure you all were involved in assessment. We will have to continue that, we have a five year report due. The reporting requirements will be more stringent. It won't be hard if we stay up on it. I am encouraging everyone to use assessment as a tool.
    - Kader – Will there be someone in the office to help us do that?
    - Provost – Yes, we have had someone for a year that will be willing to come to each office and help you all.
  - The advancement website is being worked on still. There are some positive outcomes and they have found software that is less expensive. This isn't the only group that has asked for improvement. They are actively working on it.
  - The librarian policy is with the President. The lecturer policy is being formatted. The scheduling is finalized and will be on the website soon.
    - Mike – Bob, librarian policy, are there problems?
    - President – I haven't seen it yet.
    - Christine – The schedule starts in the spring?
    - Provost – No, fall.
  - With the need of offices for student affairs, athletics, and colleges, we are putting in an administrative graduate assistant. If they want this, they work through graduate school and tuition will be paid and stipend received, paid by the unit. We have two types of GTA's: one that receives tuition only and one that receives both. This is going before graduate council, they are positive about this.
    - Ramon – How many hours will they work?
    - Provost – I don't think it has been defined. I assume the same as a GTA, 20 hours.
    - Carmen – Is this administrative only?
    - Provost – It isn't teaching or assisting. We have one in student affairs that is tuition only. They research certain things.
    - Ramon – Who assigns the GTA?
    - Provost – Whoever is paying. The unit is responsible for tuition/fees and stipend.
    - Ramon – We don't have the money to pay for one.
    - Provost – Then don't hire.
    - Carmen – It may be specific to certain units.
    - Tim – Say you are hosting a conference; it is an RA's responsibility. It's a good title to give them.
    - Ramon – It isn't a solution for more GTA's.

- Provost – No and it wasn't meant to be.
- If you remember we used to pay graduate students insurance then the ACA had language that stated out insurance program isn't legal. It was the judgment of most universities that we couldn't provide insurance. We then said we will give the money we gave for insurance to the GTA's. We asked the PI's to do the same for GRA's. There has now been a reinterpretation of the rule. It looks like, if nothing changes, by fall we can provide insurance again. It makes it safer for everyone. That is the plan and where we are headed. For spring, we don't have enough time to reinstate it.
  - President – The overtime rule is not in effect.
  - Provost – It is held up in court. You don't have to pay that right now.
  - President – Twenty something states filed suit and it's in a district court in Texas. Many thought he wouldn't rule the way he did being appointed by President Obama. He put an injunction in place, now there will be a court proceeding to see if justice has authority. The chance of that happening with the soon administration change is probably not likely. Justice would have to appeal and you will have a different President. My opinion, the whole thing will fizzle out.
    - Ramon – Does it cover graduate students or post-doc?
    - Provost – Only post-doc. It doesn't cover anyone in the teaching arena.
  - President – Where are you all on the OIT policies?
    - Mike – I have to get back with Malcolm and Russ and go through them. They will probably be something we hit hard first of the year.
    - Provost – May I ask that when you do that, if you see collectively things that aren't policy, let's not put that into policy. Let's make sure what we do is truly policy.
    - Mike – I can go through them with Malcolm to determine what isn't important.
    - Kader- The handbook, we have a deadline for BOT in February.
    - President – I have them.
    - Kader – You think we can meet the deadline?
    - President – Maybe.
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➤ **Officer/Committee Reports**

- Michael Banish, President
  - We do have two responses from Christine and Bob on senate resolutions. The first is the Optimal Class Size bill. I don't have a problem with his response. We have different teaching styles among the university.
    - Ramon – I would like to insist that the average number doesn't work. The student/faculty ratio should be departmental not university wide.
    - Kader – I think some departments are carrying a heavier load than other departments.
    - Provost – The 16:1 has a definition that every university follows includes full time faculty and a percent of the part time. We have to report it and we

use their definition. There are departments that have one faculty member to one student.

- Ramon – The problem is with classes that have way too many students to faculty. The quality of education goes down.
- Carmen – Aren't we talking about two different things? There is the student/faculty ratio and then the class size.
- Provost – They are two different numbers but come from the same number of data.
- Carmen – The 16:1 is what we legally have to report?
- Provost – Yes.
- If someone has a strong opinion about the response, we can draft a response back.
  - Joseph – The main concern is that there is no sense of who gets to say the maximum of class size. The desire was that some process be in place to determine the class size.
  - Mike – I would suggest attaching something to look at it.
  - Ramon – The limit of the class size doesn't make a difference. Who would teach them?
  - Mike – Some are comfortable to teach 100 students. In other cases, that could be a big deal. You have to put definitions down.
- Second thing is we received back a response on notification of deanships. The President states he will notify the FSEC and senate for feedback within sixty days if plans for a new dean arise. Any comments?
  - Tim - I haven't heard from the people who put that forward. Based on the conversation we had before, I can imagine some responses. This seemed like a personal commitment from this President, not anyone else. It appeared that the reporting would be done in a less formal way than the people envisioned. I think they want something in writing versus a verbal briefing. I think the response is less than what was hoped for.
- Mike – Last time my capital campaign was shot down in flames. Someone did send me a note and suggested this idea. It is a really interesting program. With the original bill, that is where I was hoping we would go. Purdue students don't get federal loans/student loans; they receive them from a research organization and then commit to a percent of their salary. Many students may not pay back their loan if they don't get a high paying job. It is capped. It performs a connection. I think Purdue has a 33% alumni giving rate. It is one of the highest in the country. It seems to be successful. It asks that the President goes off and figure out how we can do that here. Then report by the end of this academic year and next academic year and start in 2018. I move to introduce this bill.
- Carmen Scholz, President-Elect
  - Who would like to motion? Christine Sears motions. Monica Dillihunt seconds.
  - Provost – I am confused about the numbers.
  - Mike – We could disagree about those numbers. It might be nice to go forward. It would take a while to implement this.
  - Provost – You only want a graduate population of 1,000?
  - Mike – This is just for loans.
  - Provost – That isn't how the bill reads.
  - Mike – Would you like to amend it?

- Kader – I amend, “aspires to a student population of 10,000 with a five year graduate rate of 75%”, then add 25% of the students be graduates.
- Mike – Can we negotiate to a graduate population of 2,500? Let me say at this point, I would like to see the undergraduate population be at 10,000.
- Provost – I would like to keep the 75/25 ratio.
- Kader – Just stick to the five year plan.
- Tim – Kader can’t make the amendment, but I am willing o make this amendment on his behalf. James Swain seconds the amendment.
- Ramon – Isn’t this in fact increasing the student debt that we were always concerned about?
- Mike - No, because it will be up to the faculty committee that comes after to determine how they award scholarships. We have 55% of our freshman class that gets a tuition discount. There are a large percentage of students that other students pay to go. If you implement this you give an interest free loan, you pay us back. It then decreases the tuition cost.
- Ramon – I understand that. The size of the student debt is the biggest concern.
- Mike – What you pay back is capped. They usually never pay back their tuition.
- Ramon – I don’t know the details are that is just my only concern.
- Monica – If you put it at 0%, we earn the interest.
- Joseph – The Purdue program is you pay back some of you salary.
- Mike – There is a cap.
- Ramon – Who would administer this?
- Tim – There is some organization.
- Mike – There is a research foundation.
- Monica – Is the committee to be determined?
- Kader – The amendment is in two places, right?
- Tim – Ok.
- Monica – If you want to add the X at the same time.
- Tim – I amend on page 2 to change “X” to “TBD”. James Swain seconds.
- Carmen – All in favor of the amendment. Ayes carry.
- Jim – I read the minutes back and the same objections voiced there would be brought back. In this case, you start by dispersing and hope it comes back. We need a plan.
- Mike - This calls to make a plan.
- Jim – If we are going to plan a large capital campaign, we should discuss what should be in the campaign. We need to know the goals.
- Tim – I think there is some difference. It doesn’t call for a capital campaign and it doesn’t say something ever has to start, just the feasibility to be investigated. I think that is a difference, maybe not enough. It would call for a large corpus.
- Jim – The other comment was you assigned to a committee to talk with development. It seems like we should wait and see what comes from that.
- Joseph – I emailed Bob Lyons and he is willing to meet with our committee in February.
- Monica – I don’t think this calls for us to say anything will happen, just explore.
- Kader – I think another difference is there isn’t a specific dollar amount. This just says we will provide support, so it is vague on the dollar amount.

- Carmen – I think it can start small. Maybe it starts out supporting 100 students. It allows for growth. Let's vote. All in favor of bringing this bill before the full senate. Ayes carry. Bill passes first reading.
- Carmen – That is the only bill that came in. We received three policies. The first one is being table. The second one is second bachelor degree policy. The third is on-call and call back for non-exempt employees.
  - Provost – The second bachelor's came up from a college. The student had a degree and then came back. We looked at their credits, and made them go back to take more courses. What is being proposed is we accept the bachelor's then on the second they just do a second major. It is recruitment, it will speed them along their way. That is why it came up from a college.
  - Kader – Will you accept all the credits?
  - Tim – Ringling University has a full degree in video gaming. There are students who go through this program and receive a degree.
  - Provost – If it isn't accredited we don't accept. We don't accept any transfer credits or degrees from a university in South Carolina.
  - Tim – I had a student in a class last semester who had a degree from one of the places who works for a technical area in town. He was taking entry level computer classes. He was more advanced, but felt that is what he needed.
  - Provost – These are for our general course studies that we are talking about.
  - Carmen – If someone who comes from a university that isn't comparable, they won't make it in our upper level classes.
  - Mike – Do we really want to put this one to a committee? Or do we want to just put it out to the entire faculty senate? Let's send this one to scholastic affairs.
  - Jim – We have a completely separate agreement with Oakwood. My impression when I first started here at UAH was strong, but lately I wonder if that needs to be reconsidered.
  - Carmen – This has moved to Dr. Swain's committee. The next policy is on-call and call back for non-exempt employees.
  - Provost – On-call is someone who we call back in to do work.
  - Mike – I would do this in our non-faculty governance fast track.
  - Mike – Is there a motion to declare this policy non-faculty governance? Christine Sears seconds. Ayes carry. Motion to release to committee for committee votes. James Swain seconds. Ayes carry.
- Kader Frenji, Past-President
  - My ad-hoc committee met. We discussed a lot of data that I brought from the Carnegie and UAH websites. One thing the committee was unanimous about was the lack of focus on the Carnegie ranking. We feel it is a forgotten topic. They will use a snapshot from 2018-20219 for the 2020 ranking. We really have a short time if we hope to get back to the top ranking. The items that were pointed out were the need of more research active faculty; increase the number of PhD GTA and their stipend. Another area I was made aware of was the GTA tuition is now paid by the colleges.
    - Provost – That is not correct.
    - Carmen – That is what my Dean told me.

- Provost – That is not correct. We increased the budget for this year, FY 17, to cover all tuition waivers for GTA's.
- Carmen – What is Sundar talking about?
- Provost - I have no idea. If we recruit an Indian student, due to Presidential scholarships, we use an agent. We use international agents to recruit international students. We have to pay those agents. Typically the pay is 10-15% of the tuition for the first year. That works and we could even give a scholarship if they pay tuition. If we put them on GTA, they do not pay tuition and we are out of pocket on the fee. If the college chooses to put a student on GTA that was on an agent, they have to pay tuition.
- Ramon – What departments are reliant on these international programs? We have every year roughly about 10,000 more applications than we can accept.
- Provost – We recruit heavily in India and China.
- Ramon – What departments are taking advantage of us?
- Provost – There are two primary departments that receive students from India. They are computer science and computer engineering. There are also a few students scattered in physics and business. We have been trying to push to have these students scattered. That is the only thing I know he has to pay back.
- Carmen – So far tuition for a GTA was funny money.
- Provost – It isn't funny money. It is money we have to cover in the budget.
- Carmen – Where does the money to pay for GTA tuition come from?
- Provost – At this point, it is sitting in the budget. When we hire a student for GTA, that money is booked for the waiver. For years, we only had a fraction of the GTA's waiver in the budget. We ended the year in a huge deficit in that line. This year, and it was in the President's letter, we have tried to cover those holes in the budget.
- Mike – Where is this money booked?
- Provost – It is in academic affairs in the graduate school. The instructions we have been given is that it is only used for graduate students tuition waivers. If there is any remaining balance, it has to stay in that budget line.
- Carmen – Is it in the graduate school or individual colleges?
- Provost – It is in the graduate school, and then the college is given the go ahead to hire.
- Carmen – That is totally different than what we heard.
- Provost – The issue is to stay with the game and not get behind in terms of the number of tuition waivers. As enrollment increases, we have to increase the number for tuition waivers. That is why we had the big budget deficit in 2016.
- Carmen – Another question that came up was if a graduate student has a stipend from a funding agency and doesn't come with tuition, who pays for tuition?
- Provost – It depends. Most of the fellowships, scholarships, for students who receive a stipend have in the grant program a certain amount that goes towards tuition. Some come with money for tuition or the institution. We try to pull any money to go towards tuition. In the past, we have been going

in deficit. At this point, the agreement is that 50% of the college pays the rest of it and the other 50% is paid by the graduate school and me. We do at this point; have a line that says research funding. If we can get it out of that funding we will get it from there.

- Mike- I am asking for a motion to extend the time. Carmen Scholz seconds. Ayes carry.
  - Kader – The next point was the expansion of the PhD offerings. I asked Alana to look and see if any departments are ready to offer this. One thing the Carnegie foundation has stressed is the breath of the PhD offerings. So far we are so narrow in science and engineering.
  - Provost – Can you ask someone to look into nursing?
  - Kader – Yes, we can do that. The other thing is the creation of a matrix for graduate.
  - Provost – We have that.
  - Kader – I would like to see that. The last point is a fundraising devoted to graduate education devoted to PhD level. This would help departments that would start a PhD program to have funding. We don't have a bill yet from this meeting. These are the points that we are bringing to the table. For 2020, the clock is running ahead of us here.
  - Provost – It takes least six months to get things reviewed. It is a big effort but it has gotten very time consuming.
  - Kader – I think for the near term, we need to beef up PhD production. It went down between the 2010 and 2015 review. I think it hit us hard. Where is the blame? We need to see more GTA's.
  - Provost – David looked at it. When we look at the conversion of a GTA to a PhD student, we are around 21-22%, nationally the average is 42%. We aren't converting the GTA's to PhD's?
  - Carmen – Where is the hang up?
  - Mike – Maybe that is the question for David Berkowitz.
  - Kader – There was also mention of the VPR office where all the centers are. We touched on having an academic component to that. They should support more graduate students, they have more money.
  - Carmen – Our research expenditure is very high. It was never intended to go into a graduate. This is the unique situation.
  - Provost – It isn't unique. It is just how we do things.
  - Carmen – I thought it was just us who had these large centers.
  - Provost – When you look at others, they aren't related to graduate education.
  - Ramon – I look back at the history of the VPR's we have had. I think Ray is more sympathetic. It is always a challenge to find the pension from the VPR. The question is why we can't have someone at the assistant VPR level to champion academic research.
  - Provost – The VPR has spent the last two days with people who can help us with proposals. I think he is a proponent to have faculty engaged with the centers.



- Ramon – There is a difference from the cheerleader approach and actually managing it in a way that there is support. I found it myself when writing proposals, you have to go around begging.
- Provost – I think he has heard you. This fall there were four separate grant writing sessions. Yesterday and today, he brought in the TGI group and Vanscoy group to work specifically on NSF grants. I don't know about the cash, I can't tell you. He is making some efforts to go from cheerleader to supporter.
- Ramon – I still don't see a champion that will go look for it and help you.
- Provost – TGI said they would help us.
- Carmen – The other thing, when we get the letter to you in regards to C&G, is the university is very inclined to working with contracts rather than awards with funding agencies. These are two different things. You cannot use the same approach on both. It is frustrating to the faculty that isn't accustomed to contracts.
- Christine Sears, Undergraduate Curriculum Committee Chair
  - No report.
- Joseph Taylor, Finance and Resources Committee Chair
  - We are in the middle of waiting for faculty final proposals. We have 33 stipends, and waiting on four more. We should have over 40 this year.
    - Carmen – I want to say congratulations to Joseph for their accomplishment. They had to upload it in a way that is very challenging.
    - Joseph – We will be demanding more help through IT next year.
- James Swain, UG Scholastic Affairs Committee Chair
  - The correct policy was sent to Carmen. I think we are in favor of it.
  - As soon as we get together again, we have four readmission appeals.
- Ramon Cerro, Personnel Committee Chair
  - No Report.
- Approve faculty senate meeting minutes from 573. Ayes carry.
- Approved agenda for meeting 574.
  - Kader – Add bill 398
  - Mike – All in favor with the addition of the bill to the agenda. Ayes carry.
- Motion to adjourn Kader Frendi. Carmen Scholz seconds. Meeting adjourns at 2:20 pm.

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