

FACULTY SENATE

MEETING #552 AGENDA

THURSDAY, October 30, 2014

12:45 PM to 2:15 PM

BUSINESS ADMINISTRATION BUILDING, ROOM 114

Call to Order

1. Approve:

- **Faculty Senate Meeting #549 Minutes from August 28, 2014**
- **Faculty Senate Meeting #550 Minutes from September 11, 2014**
- **Faculty Senate Meeting #551 Minutes from September 25, 2014**

2. Acceptance of the September 18, 2014 FSEC Report

3. Guest Speaker, Regina Hyatt: Update on Student Affairs

4. Administration Reports

5. Committee Reports

6. Bill 380: Climate Survey

7. Any additional business

Adjourn

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 KALA BURSON: facsen@uah.edu

FACULTY SENATE MEETING #549

August 28, 2014

12:45 P.M. in BAB 114

Present: *Charles Hickman, Jack Schnell, Tim Landry, Eric Fong, Xiatong Li, Pavica Sheldon, Derrick Smith, Joe Conway, Joe Taylor, Linda Maier, John Kvach, Carolyn Sanders, Deborah Heikes, Anne Marie Choup, Kyle Knight, R. Michael Banish, B. Earl Wells, Kader Frendi, Babak Shotorban, Ken Zuo, Ellise Adams, Azita Amiri, Marlena Primeau, Cheryl Emich, Lenora Smith, Larry Carey, Luciano Matzkin, Debra Moriarity, Peter Slater, Letha Etzkorn, Lingze Duan, Seyed Sadeghi, Nikolai Pogorelov*

Absent with proxy: *Nick Jones, James Swain, Mark Lin, Carmen Scholz, Jeff Weimer*

Absent without proxy: *Wai Mok, Jill Johnson, Eric Seemann, Mitch Berbrier, Ying-Cheng Lin, Richard Fork, Junpeng Guo, Kristen Herrin, Monica Beck, Udaysankar Nair, Mark Pekker*

Guests: *President Robert Altenkirch, Provost Christine Curtis, Honors College Dean William Wilkerson, Peggy Bower*

- Faculty Senate President-Elect Kader Frendi called the meeting to order at 12:45.
- Deb Moriarity motions to suspend the rules to change the order of the agenda—bypass approval of the minutes and move to the second item on the agenda. Marlena Primeau seconds. Ayes carried the motion
No oppositions
Motion to change the order of the agenda passes
- Recognition of Peggy Bower
Kader Frendi: For the Faculty Senate, Peggy has been an amazing person who has helped all of the presidents and all of the senators and everyone involved. She has spent 34 years at UAH. Of those 34 years, 20 years have been in the Provost's office and working for this body. When I was Faculty Senate President for the first time, I learned a lot of things from her, and I'm still learning a lot of things from her. She's always there to help you. Her input in this Faculty Senate has been tremendous. A year ago, we hired a Faculty Senate staff assistant, but Peggy is still a huge asset, and she still works behind the scenes, even though she is not directly involved in our meetings. With that said, Peggy deserves recognition by this Faculty Senate for all of the service she has done for us.
[Kader Frendi presents Peggy with a plaque]
 - Peggy: I'm very touched and very grateful for this. I'm very humbled. Many of you have been here for a very long and know that I love you and that my passion is for the students and the faculty. I enjoy working with faculty and with the students. I've always enjoyed working with Faculty Senate, and I've missed it this last year. Thank you very much.

- Sense of the Senate Resolution
 Deb Moriarity: I would like to introduce a Sense of the Senate Resolution, which was submitted to President Wai Mok and President-Elect Kader Frendi.
 [Deb Moriarity reads Sense of the Senate Resolution for Peggy J. Bower]
 Deborah Heikes motions to accept the Sense of the Senate Resolution for Peggy J. Bower.
 Seconded by Jim Baird.
 Ayes carried the motion
 No oppositions
Motion to accept Sense of the Senate Resolution for Peggy J. Bower passes unanimously
- Administration Reports
- ❖ President Altenkirch
 Good opening of the Fall semester. There have been no complaints on parking. On the Agenda today: Talk about Education and the RISE School; Policy on Policies; Board Agenda; we are moving forward in adding men's and women's lacrosse. The main purpose is for enrollment growth. There are a lot of lacrosse players across Alabama. The entire conference is looking at adding it. I will give details at the next meeting.

RISE School

(Rural Infant Stimulating Environment. Evolved from Tuscaloosa)
 It's a preschool for 18 months to 6-years old developmentally challenged kids. Some are also physically challenged. The concept is integration. They are integrated with typical children in a 50:50 match. The idea is that the developmentally challenged kids become mainstreamed. When they leave the RISE School, they become typical children as far as public school is concerned. This lowers the cost for the school district. There are 100-120 kids. It gets money from the school district and donors. Also raises private money. Opened in Huntsville January 2013. Non-Profit Corporation. It started in Trinity Methodist Church on Airport Road. Needed more space, so RISE asked if UAH had anything available. We couldn't identify any space on our campus. It's acceptable to put the school in portable classrooms, so we did. They are using 4 portable buildings with a playground. They operated last year in that location as a separate corporation. We only provided the land to them. Raising money as a separate corporation is a challenge. They asked if they could fold in to UAH. We discussed with the Board of Trustees, and they were favorable. We are in the process of assimilating them. The Board of Directors will dissolve on October 30. On December 1 all the assets of the RISE School will pass to UAH. The idea is to grow our population. There is tuition revenue from the RISE School. Huntsville City Schools will be providing financial support at some point in time. There are 2 other school districts in the area that might do the same thing. It's a special education type activity. It becomes part of our efforts to grow enrollment in Education.

EDUCATION

Other institutions have a lot more enrollment than we do in Education. It's problematic from our point of view because we aren't visible to folks. On our website, you have to go through a lot of clicks to get to Education. Other places don't have many issues with it. North Alabama, over a 5-year period, went from 900 students to over 1,000 and stayed steady afterwards. Athens State doesn't have freshman or sophomore classes. In the HURON presentations, there are a huge number of students that migrate from Jackson County to Athens State in Limestone County (Madison County is in between). So they bypass us to go to another's Education. We don't capture them but we would like to.

Issues with Enrollment in Education:

The length of the degree, which 1 to 2 years ago was 5 years for a Bachelors of Science, which was a disciplinary degree plus a secondary certification. Many of these “5-year degrees” have been reduced in hours to transition to a 4-year degree (most of those have been in Liberal Arts disciplines).

One problem with length of degree is that the other programs are 4 years (at other institutions). The cost of those programs compared to ours, the students in their 5th year here are not working. Financial swing is \$16,000. We have proposed 4 year Bachelors of Science in Education degrees (secondary) with a disciplinary certification. So the student coming in can either go through a disciplinary track and get a secondary certification or go through an education track and get a disciplinary certification. Different students will choose different pathways. That’s on the ACHE agenda September 12.

Differentiation:

We don’t have a differentiator to make it attractive. RISE School will be our differentiator. It’s a special education endorsement. Bachelors of Arts in Early Childhood and Collaborative Education.

Tuscaloosa’s RISE School isn’t Degree in Education. It’s in Human Sciences.

Look at Education programs around the state—most have Physical Education attached. Our Physical Education is in Continuing and Professional Studies. It’s not a degree. It used to be in Liberal Arts. It was moved out as not being appropriate. We proposed Bachelors’ in Kinesiology. It’s on the Board agenda for September 19. This degree is more scientifically based. Programs in Education, about 25% of majors, are majoring in Physical Education. This pulls everything together to make us more competitive.

Education isn’t visible. Of the 12 institutions in state, we are the only one that doesn’t have the word “Education” in the college. We don’t have the visibility that all competitors have. Of the 68 public institutions in Mississippi, Tennessee, Georgia, and Florida, excluding Associates and excluding New College of FL, 43 have a College of Education, 12 have a College of Education plus one name, 6 have a College of Education plus one name and another name. We are looking for School or College of Education.

Met with Faculty Senate Executive Committee over the summer and we decided to move forward for September 14 Board meeting. It parallels with RISE School assimilation. We won’t lose a year of recruiting.

Structure

Department of Curriculum and Instruction

Department of Kinesiology

Exercise Science

Physical Education

UAH Rise School: an outreach and service center

There will be a slight increase in administrative costs. Some folks in Continuing and Professional Studies will move over to College of Education. In order to offer Kinesiology, we do need one person on the faculty in each of the 2 areas, so we need 2 new people, and they will be paid out of the retirement pool. There will be some additional cost, but not much. There’s a pool of students out there that we should be able to capture.

- Earl Wells: Students are bypassing us and going to Athens State. What is the difference in tuition? Are we comparable?

- President Altenkirch: For Athens, there is a big difference. For UNA, there's not.
- Deb Moriarity: I'm still concerned about the impact of Kinesiology. Right now our BYS has the relationship between our program and the one in HPE is murky about what will happen there. I still think it will pull people out of that program.
- President Altenkirch: There may be some short-term issues with it. Over time a relationship will develop. This is a program that many of our athletes have asked for. Our enrollment from 2009 to 2013 in Education went down, and UNA's went up.
- Deb Moriarity: Tuition changes were going up at that time, though.
- Jim Baird: With respect to the 5 year degree program, if you talk to Jim Miller, who does science education for physics, he pointed out that there are not enough teachers with Physics degrees that are qualified. One qualified Physics teacher per county in Alabama. So this is a real concern because of the effects of the new degree pathway.
- President Altenkirch: Physics isn't one of them.
- Jack Schnell: You said part of the cost will come out of the retirement pool. What does that mean?
- President Altenkirch: The Voluntary Retirement Option Plan. We are deploying the pool, about $\frac{3}{4}$ already deployed, in one of 5 trust areas of the strategic plan or towards delivering a curriculum, and that's what this is. That's what the funds are intended for. Growing enrollment. It's not new money—it's already there. For the Voluntary Retirement Option Plan, you must be eligible to retire. There's an incentive: 125% of someone's salary divided by 3, making 3 payments for 3 years.
- Derrick Smith: Our department is very excited about this. There are a lot of moving parts to it. We just started a Master's program also. We are okay with the numbers. This will allow us to go out and become the Graduate school of Education in this area. Many people drive as far as Birmingham once a week to get degrees. We are hoping that we can grow Graduate programs also.

RISE School will move into University Place once it's vacated. RISE School closes at 2:30 pm during the day. Kids then move to the daycare center, so it can run until 5:30 or so and it will pump up the population of RISE School.

Policy on Policies

The revised version was on timing. I've been asked, "What is the Faculty Handbook?" This will be applicable to University-wide policies. It changes how a policy is put in place, but as per the Board of Trustees, right now there is no developmental process. The way this came about was we started to accumulate all policies. We had to hunt for them. We thought that we should put them in a common format. Then in a repository so people could go to one place and find them. So in the process of doing that, discovered it was also good for SACSCOC. We are doing that and formatting them. It's moving along and we are reviewing them. Some are out of date and they will be thrown away; others will be revised.

Faculty Handbook:

It states policy. Some policies could be university-wide. They could apply to everybody. If you look at the text, a policy could be embedded in it. So we are looking at it. But it's a little different because it has to be approved at the system level. There's pathway to insert things that aren't university level. There are 2 pathways for something to appear in it and needs to be approved at system level.

[Flow diagram] Someone initiates a policy. They give it to their supervisor. The supervisor takes it to the Vice President. The Vice President declines it or gives it to the Executives. If the latter, the policy is posted on myUAH. It goes back to the Vice President who might adjust it. If it's not a substantial change, it goes to the President, who signs it and it becomes Policy. If it's a substantial change, it goes through a 2nd review, which is like the 1st review.

There are 2 ways something gets into the Faculty Handbook. That's an initiation process that goes through the Faculty Senate. The university-wide policy that applies to more than faculty goes through this policy. If Faculty Senate sent something about parking to the Provost, that applies to everyone, it goes through this because it affects everyone.

- Michael Banish: If something goes through a second review, where were you envisioning it starting the second review process. At the beginning? Initiator?
- President Altenkirch: No, the Vice President and the Executives.

Welcome Center

Rendering of the Welcome Center, which will replace Madison Hall.

Will house Student Services. Have a 75 seat auditorium, in a circular structure. Administrative offices.

Glass looks out onto the Greenway. "Conference center" contains a room, 5,300 sq. ft. sufficient to have Board of Trustees meetings (Bevill Center is too small). Could put Board of Trustees in University Center, but requires cosmetic upgrade. But Board of Trustees won't use this all of the time. Could divide up into 3 spaces for other meetings. Will be a warming kitchen for food. Can be isolated from rest of the building. Building is long, but not deep. Will sit next to Shelby Center, which is a massive building, so it needs to look big on the outside. There's a balcony arrangement on inside.

Parking impact:

Will be built against the Greenway, on Shelby Center parking lot.

Recently, a new parking lot is being constructed as an extension of Charger parking lot, along 3rd base fence of baseball field. It started a few days ago. It should finish November 15. Shelby Center parking lot closes on November 15. Construction starts November 17. Building should be finished Spring semester of 2016. Charger Park parking adds 207 spaces. Shelby Center/Madison Hall parking loses 335. Welcome Center adds 205 spaces. That's an increase of 57 total number of spots.

Shelby Center and new building are connected by a patio arrangement, which is still under design.

- Letha Etzkorn: The parking garage allows for off campus parking.
- President Altenkirch: People adjust so they figure out their new parking pattern. Their business model is to bring people in from outside. According to the ratio of parking spots to decals, there is a lot of available parking. It may not be convenient, but there is plenty of parking.
- Peter Slater: Aware of current situation of handicap parking in front of Shelby? It gets filled on Tuesdays and Thursdays.
- President Altenkirch: We have to abide by a code.
- Peter Slater: No matter the availability, students will do the shortest path. Need to consider students in Tech Hall and time in between classes. Will we go to 20 minutes between?

❖ Provost Curtis

New Director of Institutional Research and Assessment, Susan Simpson. She comes from Delta State in Mississippi. She tells me that her love is data and working with faculty. She just finished SACS COC. She will be working with that as well. She told me that in working in the registrar's office, she learned a lot about students and what their needs are. Excited about her coming. Hope to bring her to one of your meetings soon.

Vice President of Student Affairs

Airport interviews on week of 8 and 9 of September, dates of 9th and 10th. Several candidates are coming in each day. One candidate has already taken another position.

SACS COC Reaffirmation

Yesterday brought all committees together for the kickoff meeting. Committees will start working independently. Sandra Carpenter is the faculty lead.

Preparing: work with the academic deans and directors on policies. Deans made more progress than the directors. Some eliminated, some combined, some found to be not fair. Finish ones revising. Will send out late September. There will be a stack, between 25 and 30. We ask that you review them. They directly affect students and you.

Later in the fall, directors work through their policies. We appreciate any and all thoughts you have for improving policies, or changing wording.

Director of Financial Aid has announced retirement. John Madison, in charge of Enrollment Services. Looking frantically for an interim replacement. Probably won't fill until VPSA is on board.

- President Altenkirch: Block tuition is having an effect. Undergraduate and Graduate enrollment. Hours of enrollment per student has gone up. Suspect it will be more in the next couple of years.
- Peter Slater: I would like to point out that students have figured out that they can register for more classes for free with the intention of dropping one later in the semester. Also, on the new website, it's not easy to find Banner.
- President Altenkirch: That's the concept and convenience of myUAH.

➤ Guest, Dean Bill Wilkerson, Honors College

Priority Registration. Test pilot this Spring. Students with 96 hours register first. Other groups can register first, student athletes, honors college students, and students with disabilities. Working with the Registrar's Office. It's fairly easy to do. In banner, there's a registration code. We bring Honors college students and athletes to campus and offer them certain benefits. We offer a special program, but we don't allow them to register first and work with them. All other universities I've looked at offer priority registration. We want to see how it works and see how many use it. We also want to see if there are any problems.

➤ Approval of Faculty Senate Meeting Minutes 547 (April 24, 2014) and 548 (April 25, 2014)

Michael Banish motions to accept Minutes 547 and 548. Marlana Primeau seconds.

Ayes carried motion

No oppositions

Motion to accept Faculty Senate Minutes 547 and 548 passes

- Reports
 - ❖ No Senate Officer Reports
 - ❖ No Senate Committee Reports

- Discussion of Policy on Policies
 - Deadline pushed to end of September.
 - Michael Banish: I have a complaint: it's less clear that Faculty Senate can put forth a policy and it be outside the purview of the Faculty Handbook. The flow chart goes up strictly through departments. There's no place for Faculty Senate or Staff Senate except through departments. It needs to be clear that a policy can originate through Senates.
 - Deb Moriarity: The initiator doesn't mean an individual.
 - Michael Banish: I asked today, though.
 - Deb Moriarity: I think he misunderstood your question.

 - Eric Fong: This is a policy on all policies, or on university-wide policies?
 - Derrick Smith: University-wide.
 - Eric Fong: I think that's where there is confusion here. Because if it's a policy on faculty within the Senate, then it does not have to go through this procedure.
 - Michael Banish: But what if Faculty Senate wants to put through a policy on parking? So it depends on where you want to limit yourself.
 - Deborah Heikes: That's not what this says, though.
 - Michael Banish: It's not clear to me what this says. A university-wide policy on what? Can we put forth stuff unrelated to faculty senate?
 - Deborah Heikes: Yes.
 - Michael Banish: That's not what he said today. He said if it applied to the Faculty Handbook.
 - Joseph Taylor: It's ambiguous. If we want to make a policy strictly for the faculty, then that would go through one channel, but if we want to submit something university-wide, then it goes through that particular flow chart.
 - Michael Banish: If it's a policy that originates in the Faculty Senate, does it have to go back through the other chains?
 - Joseph Taylor: If it's university-wide.
 - Michael Banish: So then we would go back to our department.
 - Deborah Heikes: No, then it would go back to the Dean or Vice President.
 - Michael Banish: I would just like it to be made clearer that Faculty Senate can have university-wide policies come out of Faculty Senate to be reviewed. And make that option available to Staff Senate and SGA.
 - Charles Hickman: Our supervisor is the Vice President for Academic Affairs. So I would assume our Bills, once they are passed, go to the Provost and then the system. So this is a benefit.
 - Michael Banish: What Altenkirch may take as something agreeable, the next President might not. So I think it needs to be clearly delineated that Faculty Senate can be the originator of non-faculty policies throughout the university.
 - Deborah Heikes: It seems to me like this opens things up. We don't even need a bill now. We can just go through this, and we won't need 3 readings of a bill.
 - Kader Frendi: If it's something that only affects faculty, we are in charge. If it affects the university, this is the policy.

 - Derrick Smith: What about point 7.
 - Deborah Heikes: It's a typo. It needs to be fixed.

- Kader Frendi: Do we want to be involved in every and all, or have a mechanism to streamline? Faculty Senate Executive Committee can't make an executive decision for this body.
- Deborah Heikes: We are losing quorum so can we discuss this via email?
- Kader Frendi: We will continue the discussion by email.
- Peter Slater: Number 7, instead of "no" change to "a lack."

➤ Marlena Primeau motions to adjourn. Deb Moriarity seconds the motion.

Faculty Senate Meeting #549 adjourned
August 28, 2014, 2:10 P.M.

Sense of the Senate Resolution

WHEREAS Peggy J. Bower, Executive Assistant to the Provost at the University of Alabama in Huntsville has for thirty-four years worked tirelessly to support our collective efforts to build and strengthen UAH,

and **WHEREAS** for twenty of those years Peggy Bower served as the Provost's staff representative to the Faculty Senate,

and **WHEREAS** in that role Peggy Bower became the person most familiar with the Senate, its history, its purpose, and its members,

and **WHEREAS** Peggy Bower has been unwavering in her kindness and support to the Faculty Senates, its Executive Committees, and its Presidents,

and **WHEREAS** in 2013 the role of Faculty Senate Staff assistant became a separate paid position,

and **WHEREAS** since then Peggy Bower has steadfastly continued to support and assist the Faculty Senate whenever so requested, and with both efficiency and grace,

THEREFORE BE IT RESOLVED that in recognition of all of her service, the 2013-14 and 2014-15 Faculty Senates of the University of Alabama in Huntsville express our profound gratitude and appreciation to Peggy J. Bower

and

BE IT FURTHER RESOLVED that this resolution be included in the minutes of this body, that a copy be sent to Peggy J. Bower, and that a separate copy included in perpetuity on the website of the UAH Faculty Senate.

FACULTY SENATE MEETING #550
September 11, 2014
12:45 P.M. in BAB 114

Present: *Wai Mok, Charles Hickman, Tim Landry, Eric Fong, Xiatong Li, Jill Johnson, Pavica Sheldon, Joe Conway, Joe Taylor, Linda Maier, John Kvach, Carolyn Sanders, Deborah Heikes, Anne Marie Choup, Eric Seemann, Kyle Knight, Mitch Berbrier, R. Michael Banish, Kader Frendi, Ken Zuo, Kristen Herrin, Azita Amiri, Monica Beck, Cheryl Emich, Lenora Smith, Larry Carey, Luciano Matzkin, Debra Moriarity, Jeff Weimer, Peter Slater, Letha Etzkorn, Mark Pekker, Lingze Duan, Seyed Sadeghi*

Absent with proxy: *Jack Schnell, Nick Jones, James Swain, Babak Shotorban, Mark Lin, Ellise Adams, Marlena Primeau, Udaysankar Nair, Carmen Scholz*

Absent without proxy: *Derrick Smith, John Kvach, Ying-Cheng Lin, Richard Fork, B. Earl Wells, Junpeng Guo, Nikolai Pogorelov*

- Faculty Senate President Wai Mok called the meeting to order at 12:45.
- Discussion of Policy on Policies
- ❖ History
President Altenkirch passed it on to us in the Faculty Executive Committee when we met in August. The Senate has 3 versions before us: the original, a markup, and one with very minor changes (“2 weeks” changed). Deadline for comment review is the end of this month.
- ❖ 2 Issues to Address:
 1. Shared Governance. Entire Chapter 6 of Faculty Handbook is about Shared Governance. How does this affect us? (For this senate and future senates.)
 2. Who will decide what policy comes to this Senate?

Deborah Heikes: We need to consider what happens to Senate Bills. If we are writing a bill, at some point it becomes a policy. So does it go through the 3 readings here and then we send it through this process?

Wai Mok: Here is the game plan: our comments will be distributed. We will think about them. Then we will vote on September 25th. Then we will turn our comments over to the President.

- Charles Hickman: In regards to policies that come to the Senate, the way it’s written everything comes to the Senate. My perspective is that there’s no other way to do it. We are going to get something that we don’t want. All draft policies will be sent to us. We are explicitly included on the distribution list. I don’t see any other way to handle it. Some level of subjectivity comes into play if we do it any other way. My suggestion is to set up a committee, or designate someone, to review these things. We only have one month for the

reviews. Everything should come to us and then we decide what we comment on and what we don't.

- Kader Frendi: If we bring all 24 policies (the amount in the first wave) here, we will be bogged down. The Executive Committee doesn't have the power to make decisions, but someone needs to screen them. We cannot handle 24 policies all at once in this open forum.
- Carolyn Sanders: I agree with Kader. We are already bogged down. There's already a discussion about how to minimize the discussion time in here.
- Charles Hickman: I think we are on the same page. The Provost talked about the number of all existing policies being applied to this procedure. They will come in waves as they work through it and the first has 24. Ultimately, the President has the authority. He's putting this out there in the spirit of openness. We have to pick and choose which ones to review.
- Deb Moriarity: I think everyone will agree with what's been said that we need some kind of screening mechanism. The Executive Committee discussed this and the issue was how to create that committee, because the Executive Committee doesn't do that. We already have a number of committees for different areas. This almost needs to be representatives from each of those committees, but perhaps not the chairs. What is in the by-laws that will allow for this?
- Deborah Heikes: Wai can make an Ad-Hoc Committee any time he wants. We tell Wai what we want, and he can make it happen.

Deb Moriarity **motions** that we put together a committee to screen the policies. Deborah Heikes seconds that motion.

Mitch Berbrier **amends the motion** that we make it an Ad Hoc Committee for a temporary period to screen. Deb Moriarity agrees with this amendment.

- Wai Mok: The first wave will be 20-24 policies.
- Letha Etzkorn: In the long term, I'm not sure we need a separate committee. Perhaps at that point, the Executive Committee can decide and then send to the Faculty Senate with a comment that we've decided this isn't worth our time.
- Wai Mok: I think the President or Provost will pass to the Faculty Senate President first, who will pass to the Executive Committee.

- Mitch Berbrier: Whatever we get should go up on the webpage, so there's a period of comment, and then a decision is made.
- Deb Moriarity: That's in the Policy on Policies.
- Mitch Berbrier: Yes, but on our Faculty Senate webpage.
- Deborah Heikes: And be sent via an email.
- Wai Mok: What is passed to me, I will send in a massive email saying there's something in the pipeline, and I will ask Kala to post it online.
- Deborah Heikes: Is that future policy?
- Wai Mok: That's the way I will do it.
- Mitch Berbrier: I would suggest that it's a written direction.

- Jeff Weimer: We might have an easier situation given that in 2 weeks or one month, any policy that isn't commented on is automatically approved, so our job isn't to sit and look minutely, or flag important ones as we would like to review them. So we vote TO CONSIDER rather than vote NOT TO CONSIDER.
- Charles Hickman: The default is to be apathetic. If it isn't someone's responsibility to read

them, then they won't be read and maybe one will slip through and there will be repercussions later on.

- Wai Mok: I can take a first reading.
- Michael Banish: One of the solutions is for the administration to identify what Faculty Senate Committee they fall under and have them do some leg work at the beginning and then start to portion them from there. Then they can go down to that committee from there. We don't want to overwhelm a committee, but...
- Jill Johnson: Do we want administration to decide what we look at, or do we want to decide ourselves? Also, will this Ad Hoc Committee be reviewing re-established policies or new policies?
- Deb Moriarity: Re-established policies.
- Charles Hickman: I think someone needs to sit down and read every one of them. They will all be posted, so everyone here will have access to them. Someone needs to look at them and a decision needs to be made. Transparency and Accountability.
- Deb Moriarity: There is suggestion for a committee because when there is a single point for entry, you lead yourself to being swayed by one person. So we need a small group to look at them. Also, everyone knows they're out there to look at. So we have 2 levels looking at them, and if one slips through it won't be on one person.

Deborah Heikes: We need to vote on the motion.

- Jeff Weimer: With the structure of the Ad Hoc Committee—what do you envision in terms of the choice of which ones are brought forward to the Faculty Senate. Is the Ad Hoc Committee the only one who brings the policy forward? If I feel one should be brought forward, do I go through the committee?
- Deborah Heikes: No, anyone can bring one forward to the Senate directly.

Wai Mok: There is a motion on the floor.

Mitch Berbrier makes another **amendment to the motion that the President puts the committee together.**

Call to question

Ayes carry the motion

No oppositions

*Motion that the Faculty Senate President puts together an Ad Hoc Committee for a temporary period to screen policies **passes***

- Wai Mok: I am going to meet with the Provost and the President. There is a Board of Trustees meeting next week in Tuscaloosa. The President really wants to hear our comments.
- Wai Mok: One thing that's really concerned some people is the Shared Governance. After meeting in August, the President made some significant changes.
- Kader Frendi: Number 7 still says "2 weeks," not one month.

- Wai Mok: The Faculty Senate has the power of Shared Governance that no other body has, not the Staff Senate or the SGA.
- Charles Hickman: The President has the power to adopt policies, and he has proposed this Policy on Policies, which makes it more inclusive. If the feedback is reasonable, then he changes it. I don't know how to make it more inclusive.
- Wai Mok: We need to make sure that this will protect the future. We need to look long-term. It will have an impact 10 to 20 years from now.
- Mitch Berbrier: You're right, Chapter 6 of the Faculty Handbook is about Shared Governance: "The Faculty Senate is the permanent body representing the faculty for the formulation of university policy and procedures in matters pertaining to institutional purpose, general academic considerations, curricular matters, university resources, and faculty personnel (appointments, promotion, and tenure)" (passage from 6.2). Shared governance is an inherent part of our role. It's not recognized as part of this document. We need to think in terms of long-term. The stronger this is, with respect to our role, the better off we are. Do we want to push for stronger wording that recognizes the unique role of Faculty Senate and the unique role of Shared Governance? Should that be in here?
- Letha Etzkorn: Do you have some ideas for how to word it? It's hard to vote until we do.
- Mitch Berbrier: I was proposing a discussion.
- Jeff Weimer: I don't see a way for Faculty Senate to reject a proposal. I see that a Vice President can reject one, but not that we, as Faculty Senate, can. I think that's one place where wording can be made stronger.
- Carolyn Sanders: I totally agree with Mitch. I feel like our role is now being equalized with the other bodies. What's to keep some of these other entities, if it's a faculty-related concern, to vote?
- Charles Hickman: We can reject it. We don't have veto power, but we can strongly disagree with it. Somehow we will have the ability to make comments in the myuah.
- Deb Moriarity: I get what Dr. Weimer is saying, though. We don't take our comments to the President—we take them to the Vice President. So there's this go-between between the Faculty Senate and the President.
- Jeff Weimer: For clarification, we do reviews and we provide comments. I think the language I'm looking for is that we provide comments and a recommendation not to approve the policy. It's implicit in there, yes, but in the strength of Shared Governance, I think that the wording needs to be there.
- Mitch Berbrier: In terms of being more specific, are there alternative models to how this is done out there? Yes, there are: Indiana University and Utah Valley State. Dr. Sitaraman, a previous Faculty Senator, did some research to help us with this. At Indiana, there's a policy; it goes to stakeholders and there's a comment period. Then there's a roundtable where the Vice Presidents get to make recommendations to the President. The process goes: Development, Review, and Comment; Approval Procedure, which involves 4 entities—the Vice Presidents, the President, the Board of Trustees, and the University Faculty Council. That's Shared Governance. So the University Faculty Council is up there with the Vice Presidents, the President, and the Board of Trustees. At Utah Valley State, there's a President's Committee, which includes the Vice Presidents and the Faculty Senate President. So if we asked to be up there then we would be asking for a more traditional version of shared governance.
- Letha Etzkorn: Do we need a bill?

- Deborah Heikes: We don't have time.
- Jill Johnson: In this statement, it equates us with the SGA and Staff Senate, so if that could be pulled out—if the status of the Faculty Senate could be elevated in the language, that could help.
- Monica Beck: Problem with the word “simultaneously” in number 6.
- Wai Mok: I think we can write down that we want to elevate the Faculty Senate, and then we want.
- Joe Conway: Can we have our own number? As a way of delineating and marking ourselves as different?

- Deborah Heikes: We seem to agree that we want to be special.
- Mitch Berbrier: Without being insulting.
- Deborah Heikes: We need to work on the language. We can hash it out here or we can make a committee. We need to rewrite number 6 to pull out SGA and Staff Senate.

- Kader Frendi: Along the same line of thinking, we can take “Faculty Senate” out of number 6 and put it with number 5.

Kader Frendi **motions to move “Faculty Senate” from number 6 to number 5 to be with the Chief University Counsel.**

Michael Banish makes a friendly **amendment to the motion to move “Faculty Senate” to number 4, and not to number 5.**

Kader Frendi **motions to move “Faculty Senate” from number 6 to both number 4 and number 5.**

Michael Banish seconds.

- Deborah Heikes: We need the wording.
- Wai Mok: I don't know how to word it to be able to put Faculty Senate in 4 or 5.
- Mitch Berbrier suggests putting “Faculty Senate President.”
- Michael Banish: Add, “simultaneously, the policy goes to the Faculty Senate,” to number 5.

- Deborah Heikes: I think we need our own section and it needs to emphasize Shared Governance. I just don't know how to word it.
- Deb Moriarity suggests that the wording be pulled out of the Handbook.

- Luciano Matzkin: No matter how high we put the Senate, numbers 7 and 8 are the issue because that's where the policy is reviewed. I agree with everyone, but 7 and 8 is where it's reviewed in the process.
- Deborah Heikes: If we are adding a paragraph, then we can include that too—our power to review it and our opinion on accepting or not accepting it.
- Charles Hickman: Adding someone creates an additional layer. We can propose whatever we want, but there are 2 things: one is the time factor. Any time you add steps it takes longer. I'm looking at this from the perspective that we are a legislative body. We are equals.
- Jill Johnson: Yes we are, but if that language isn't in the policy, and we have a President later on down the road who doesn't agree...
- Mitch Berbrier: It's a moot point for how long it's going to take. It's more about moving around pieces than adding a layer. We can show the President the precedent.

- Wai Mok: Who sits on the Executive Council?
- Michael Banish: The Vice Presidents. I still think we add it to number 4. I'm not sure that in this document, there's no explanation for why anyone gets to see anything.
- Kader Frendi: For the policy, adding the Senate President to the Executive Council is an important thing we need to do. We need to be in numbers 4 and 5. Maybe we should suggest Faculty Senate President be part of Executive Council for part of the policy making.
- Deborah Heikes: I'm all for adding Faculty Senate President to this, I don't think it adds a layer to it. If we pull "Faculty Senate" out of number 6, leave the "simultaneously" because it leaves the same timetable, and in 5b say, "the Senate in its role [plus whatever is in the Handbook] gets this policy to review and to comment on, and to 'reject'"—a loose definition of "reject"—and then go on to "simultaneously," and with the one month timetable, it doesn't change the time at all, so if we get a president who will use things against us, we can show them this.

Deborah Heikes **motions** to vote down the previous motions, and corresponding amendments, regarding moving around "Faculty Senate" (made by Kader Frendi and Michael Banish).

Ayes carry the motion

No oppositions

*Motion to vote down the previous two motions with one amendment **passes***

Deborah Heikes **motions** to rewrite the Policy on Policies in order to incorporate language of Shared Governance on behalf of the Faculty Senate. Michael Banish seconds.

Call to question

Ayes carry the motion

No oppositions

*Motion to rewrite the Policy on Policies to include language of Shared Governance **passes***

Deborah Heikes has volunteered to ask for volunteers to help with developing language for the Policy on Policies.

Faculty Senate Meeting #550 adjourned
September 11, 2014 at 2:00 P.M.

FACULTY SENATE MEETING #551

September 25, 2014

12:45 P.M. in BAB 114

Present: *Wai Mok, Charles Hickman, Eric Fong, Jill Johnson, Pavica Sheldon, Joe Conway, Linda Maier, Carolyn Sanders, Deborah Heikes, Anne Marie Choup, Eric Seemann, Kyle Knight, Mitch Berbrier, R. Michael Banish, Richard Fork, Kader Frendi, Babak Shotorban, Ellise Adams, Kristen Herrin, Azita Amiri, Marlena Primeau, Monica Beck, Cheryl Emich, Larry Carey, Luciano Matzkin, Debra Moriarity, Jeff Weimer, Peter Slater, Letha Etzkorn, Mark Pekker, Lingze Duan, Seyed Sadeghi*

Absent with proxy: *Tim Landry, Derrick Smith, Nick Jones, James Swain, Ken Zuo, Carmen Scholz*

Absent without proxy: *Jack Schnell, Xiatong Li, John Kvach, Ying-Cheng Lin, B. Earl Wells, Junpeng Guo, Mark Lin, Lenora Smith, Udaysankar Nair, Nikolai Pogorelov*

Guests: *President Robert Altenkirch, Provost Christine Curtis*

- Faculty Senate President Wai Mok called the meeting to order at 12:45.
- Deb Moriarity **motions to suspend the rules** for administration reports. Marlena Primeau seconds.
- Administration Reports
- ❖ President Altenkirch

RISE School

The RISE School assimilation was approved by the Board of Trustees. On October 1st it becomes a unit of UAH. On December 31st the corporation will dissolve and all assets move to UAH. The reason for the lag is for income tax purposes and to settle any outstanding liabilities. We aren't allowed to accept liabilities, only assets.

Education

College of Education approved by the Board of Trustees. Department of Curriculum and Instruction; Department of Kinesiology.

Next step—it goes to ACHE. Then we inform SACS.

Nursing

Early promotion to UAH Nursing Program EPNP. Discussions with Paul Bryant and Bryant Bank. Nursing is an upper division program (Junior and Senior). Freshmen aren't really Nursing students. They must meet certain criteria first. Can we bring students in as freshmen and guarantee them a slot? Yes. Bryant Bank will provide \$3 million, with \$100,000 towards Alabama residents. They will become "Bryant Bank Scholars." They will be admitted to the Honors College and guaranteed a slot for their Junior year.

- Mitch Berbrier: Guaranteed a slot? What are the requirements? What does that mean? You can meet the requirements and not be guaranteed a slot?

- President Altenkirch: Yes. This is to make it easier to recruit freshmen. In order to qualify for this, they must take their first 2 years here. They must meet the criteria of an Honors College student. If they meet the requirements, they automatically get a slot, but they also must go through the Honors College.
- Peter Slater: When is the scholarship effective?
- President Altenkirch: Their freshmen year, for all 4 years. It covers the cost of attendance, tuition, books, room and board. Whatever the scholarship is in dollar value, they can use it towards the cost of attendance. Credit it towards their account; towards anything. It's possible they will get 100% scholarship plus room and board. So this money will go towards books, meal plan, etc.
- Eric Seemann: Do we know how many will be available?
- President Altenkirch: Bring in 6 or 7 each year on the scholarship, but hopefully there will be more under the guaranteed slot, but not as many on the Bryant Bank Scholarship.

Vice President for Research and Economic Development

Vice President for Research Ray Vaughn and I are involved more and more in economic activities in the state. The state comes here and asks us to recruit companies; examples: Boeing Research group and Aerojet. VPR title change to Vice President for Research and Economic Development.

Lacrosse

We've been looking at this for 6 to 8 months. When you analyze this, it turns out that Alabama high schools that play, which are where we would get the players, are strongest in the state. Huntsville, Madison Academy, Bob Jones, and more in Birmingham, with some sprinkled in the state. No state university plays lacrosse. Talked with Gulf South Conference about adding lacrosse as a conference sport. Alabama high schools—there a lot in Birmingham. Birmingham and Huntsville would be the "recruiting grounds." Shorter has teams. Young Harris has teams. Mississippi College is looking to add lacrosse. Christian Brothers has clubs; Spring Hill, Montevallo and us looking to add.

It's a spring sport, so it won't interfere with anything. It's played on the soccer field. It takes around 60-70 players for both teams. For Division II, we are allowed to give 20 scholarships total. Split even, there are a little more for women than men. It's tough to figure out the total economics. We would take 20 on scholarship. That means we will have 50 who are students and will pay tuition. The overall economics is a little better than breaking even, so it's not really adding expenditure, but adding a headcount.

- Peter Slater: Does the funding include cost for coaches?
- President Altenkirch: Coaches' salaries, travel, equipment, and athletic scholarships, those are all expenditures. Then we added the kids who are paying tuition, and we break even. Travel—they won't fly. The expense is similar to soccer.

Statistics

The total final enrollment is down. However, freshmen percentage is up 12%. Had the largest increase at 23.2% in Engineering. Master's enrollment is up 4%.

Average ACT score went up from 25.8 to 26.7 this fall. High School GPA went up to an average 3.70. We are bringing in more students who have higher credentials.

- Michael Banish: What's the final number for enrollment?

- President Altenkirch: I don't know the exact number, but I can get it for you.
- Provost Curtis: The number that went down was transfer students.

Transfer and Retention

We are working on transfer students and retention. Those are two of our big problems.

For retention, freshmen to sophomore is okay, but past that it's not good.

- Mitch Berbrier: Enrollment numbers—7376 in 2013. Why is enrollment so high in Engineering?
- President Altenkirch: In our recruiting efforts, no particular college was targeted. It wasn't our doing. I think it's something that's occurring out there in the public.
- Jill Johnson: One of the things criticized in the HURON report was recruiters don't know enough about the individual programs, so there may be something to this issue.
- Provost Curtis: Enrollment Management Services went through several days training where and colleges, deans, associate deans came in and talked with admissions counselors, and explained various programs. There's an effort to teach new employees too. All of the deans worked with me to go out to the counselors. There's been tremendous input from all around for the counselors. Interest of counselors in pre-professional was surprising, particularly in the medical profession.
- President Altenkirch: HURON was correct in their assessment, but we are fixing that.
- Provost Curtis: Recruitment efforts we are undertaking, we are going into a number of other states—north, east and south, so that we are touching all areas that can get to Huntsville easily. Admissions is talking to counselors in every county in the state. Having meetings with them. That started early in September. They appreciate your support. It helps them to know what's going on. A number of changes occurred in personnel. They're working very hard.

❖ Provost Curtis

SACS COC

All committees are working. You'll be done in April. We appreciate your efforts. If you have questions, Sandra Carpenter is our leader. She is providing tremendous guidance. Interim reports on October from committee chairs to leadership team. November 10 SACS COC representative will be here so we can ask questions and get clarification.

➤ Approval of Faculty Senate Executive Committee Reports July 10, 2014, August 4, 2014, and August 21, 2014

Kader Frendi motions to accept. Deborah Heikes seconds.

Ayes carried motion

No oppositions

Motion to accept Faculty Senate Executive Committee Reports passes

➤ Reports

❖ No Officer Reports

❖ Senate Committee Reports

Personnel Committee, Chair Michael Banish

We will have our first meeting next week.

Finance and Resources, Chair Charles Hickman

RCEU program. VPR Vaughn has agreed to provide funding again, informally, conditioned upon Research Centers mentoring again. There was some controversy over this last year, so we compromised. Our previous Faculty Senate President (currently the Past-President) had the idea last year to form a committee to study the interactions between the educational and research arms of the university. That is now an ongoing thing. But I want an informal poll on the conditional funds for this year. Problems?

- Jill Johnson: Is it earmarking with just his funding? Or out of all of the funding?
- Charles Hickman: Last year he funded 11 or 12. Of those, 4 proposals were accepted total for the Centers, and we all thought they were really cool. I didn't see a problem with any of those last year. Vogler who administers the programs doesn't see a problem with it.
- Jill Johnson: So it's not earmarking?
- Charles Hickman: It's not earmarking. The Provost has agreed to fund 2 additional students, and Alabama Space Grant Consortium has agreed to fund at least 1 additional student. I'm going to ask him to fund an additional 2 students.
- Jill Johnson: I just want to make sure that areas outside of STEM aren't being limited and are still eligible.
- Charles Hickman: No. However, the Alabama Space Grant Consortium funding has to go to STEM, but that's going to be around 5 this year, and Chemistry funds their own. So the rest of the funding is available for all accepted proposals. Last year, 27 out of 67 applications were funded.

- Mitch Berbrier: Have Wai or Charlie been in touch with that committee to see how it's going?
- Charles Hickman: I have not.
- Wai Mok: What is the status of that committee?
- Mitch Berbrier: It was formed. They didn't meet in the spring, not sure if they met in the fall, but they're supposed to have started meeting.

John Gregory, who runs the Alabama Space Grant Consortium, has created a complex process. In a week or two, a call will go out to faculty to submit proposals. Faculty will then submit proposals. After that, students will reply to those proposals. Then faculty will get to choose which students they want to work with. Then the Finance and Resources committee will rank them. Most of the feedback I've gotten is that this process won't change anything; it only adds complexity.

- Jeff Weimer: This sequence—the RFP goes to faculty first, then students apply, then faculty chooses, then proposals are ranked—can that be done more parallel?
- Charles Hickman: I don't see how.
- Jeff Weimer: The additional sequences move the process to get started further out, which creates anxiety. This might delay the process, and cause us to get started later.
- Charles Hickman: Well we are actually getting started earlier. I got started on this the first day of classes. My plan is to get the call out by the end of September, early October. That gives students until the end of November, early December. That gives us Christmas break to rank. That is much earlier than in the past.

- Letha Etzkorn: What if you have a proposal and no student responds?
- Charles Hickman: I'm not sure how much it will change things. If you have a project and a student in mind, tell them to apply.
- Letha Etzkorn: Will it totally kill the proposal if there is no student who responds?

- Charles Hickman: My assumption is yes.
- Jill Johnson: Has the purpose of this changed to make less people apply?
- Charles Hickman: The honest purpose of this is to broaden the applicant pool. In the past there have been joint proposals, so students were picked, and so shy students couldn't participate.

Undergraduate Curriculum Committee, Co-Chairs Deb Moriarity and Azita Amiri
(Moriarity reports) We are getting the typical trickle-in of courses, including Kinesiology courses. We are working through those.

Undergraduate Scholastic Affairs Committee, Chair Eric Seemann
Idea of Veterans Service Center. Most universities our size have one, and we don't. When veterans ask about services

Faculty and Student Development, Chair Linda Maier
We have a meeting scheduled for one week from today.

➤ **Climate Survey**
Redo survey?

- Eric Seemann: Use outside firm?
- Wai Mok: We have \$8,000 budget. We can hire an outside firm to conduct the survey. It will guarantee the data.
- Mitch Berbrier: The purpose of going outside was mostly to ensure that people who might be concerned about people reading the survey are not their colleagues or anyone else.
- Wai Mok: Having independent firm is a good idea. Let's think about it. Two questions: what objective will this accomplish? What cause of action will you command to accomplish those objectives? We cannot violate the handbook. You can suggest many things, but we have to work within the framework of the handbook.
- Jill Johnson: What were the objectives the first time?
- Deborah Heikes: To gauge perceptions across campus. There were some issues that came up then. It was a way to gauge what the sentiment was—if people felt like there were problems that needed to be addressed.
- Carolyn Sanders: If we do this again, our plan is to do this early. Part of the difficulty last year was that it came out late in the last semester.
- Wai Mok: We have to think about the procedures.
- Anne Marie Choup: This isn't a new project, but we need a new rationale? Is it a procedural problem?
- Deborah Heikes: When this started, I worked with sociologists. A lot of the questions asked questions that produced unusable data. So we need people who know data and how to produce data.
- Anne Marie Choup: So it requires a bill? What's the procedure?
- Wai Mok: This is a big deal.
- Carolyn Sanders: Did we go through a procedure in the Senate last year?
- Wai Mok: no.

- Carolyn Sanders: So why now?
- Deborah Heikes: To start fresh. Hindsight is 20/20.
- Deb Moriarity: Can we table this?

➤ Discussion of Policy on Policies

Shared Governance in Chapter 6 of the Handbook. Faculty Senate plays an advisory role. Administration had a good relationship with the Senate.

- Charles Hickman: I've read the proposed amendment to the policy. A lot of this seems to me to express sentiment and doesn't change the policy. We are basically asking for the Faculty Senate President to be on the President's Executive Counsel. We are adding stuff that doesn't need to be there. The President has already made significant changes to the original draft.
- Mitch Berbrier: It isn't just that change, there are other changes in the process. Policies will be sent to the Provost, President, and responsible officers in the committee. There are other procedural things here. Main precatory point is in the asterisk but will be deleted after it's read by the President. Question isn't whether the President has already made changes or if we have a good working relationship, but whether our role is being properly recognized at this university.
- Michael Banish: I think the extra verbiage added to 1, 2, 4, 5 is what we want in there. It isn't spending our goodwill. I argue for leaving the language in 2 because it specifies we have to follow our procedures for a policy to get there. More a specification for us than it is for administration. I argue that 1, 4 and 5 rewrite stay. 2 becomes our responsibility.
- Jeff Weimer: In the last meeting, we were told there are policies waiting to be dumped in our lap, I don't see that we have any process that we will be looking at these.
- Deborah Heikes: This is the policy on policies; it isn't how we deal with them once we get them. Those are different.
- Kader Frendi: I think there was a vote at the last meeting how to do that. We've already addressed that. There will be an Ad Hoc Committee.
- Jeff Weimer: How will we have access to these policies? This doesn't say.
- Deb Moriarity: They will go out on the web.

Deb **motions** to accept the new reading. Kader seconds.

In favor of accepting?

Ayes carry the motion

No oppositions

1 abstention

*Motion to accept the new reading for Policy on Policies **passes.***

➤ Bill 378: Procedure for Awarding Tenure Upon Hire (second reading)

This bill accelerates the process for granting tenure to some people when we hire them. Handbook says they must go through certain procedures. Board rule says they must go through certain procedures. This is a compromise of both.

- Carolyn Sanders: The motivation for this bill was that past history has proven that some people were hired at UAH and the process that should have been used was circumvented; so this bill was proposed as a way to make sure that if there is a plan to hire somebody, they

- still have to go through all of the committees, but at an accelerated rate so as not to lose the potential candidate. We've set it up so that these deliberations could be electronic too.
- Kader Frendi: The sticky point with this Bill is that all committees would be meeting at the same time to make a decision. Sometimes if it's an Engineering candidate, the URB has people from other colleges that want to get the opinion of the Engineering college, but they can't get it. So they will be deciding based on something they haven't seen, and they haven't heard from the people who really know what the CV looks like. If I'm on the URB and there's a Liberal Arts candidate, I want to see what my Liberal Arts colleagues are going to say. I don't see how it can be done—they reviewing at the same time. I have a problem with it.
 - Deborah Heikes: Could we change it where all reports go to URB? Then URB makes its recommendation to the Provost? So Chair, PTAC, and the Department can all send to URB.
 - Kader Frendi: Yes.
 - Carolyn Sanders: This accelerated time frame is really critical for administration to accept the bill. It's not perfect. I agree with you Kader, but I'm not sure how that would be possible without lengthening the time frame.
 - Kader Frendi: I really want to see the input of my colleagues.
 - Mitch Berbrier: Some people are talking about changing from 5 to 10 days, if that's doable. We can moderately extend it. What about 8 days?
 - Peter Slater: Some kind of sequential form is necessary.
 - Deb Moriarity: Part of the problem is waiting until they make an offer. Can we pre-qualify them before making an offer? So it's already done? Or where all the candidate needs to do is go through URB?
 - Kader Frendi: I think the college of the potential candidate should be involved early. Then PTAC and whichever department will be the candidate's department, those should be taken out right away. Then URB will be the only one left. I think it can be done.
 - Deb Moriarity: There are cases where I know they want to keep it quiet until the end.
 - Mitch Berbrier: But most of these cases require public interviews. But we need to put all of this into words.
 - Deb Moriarity: Right. We need to rewrite this.

Mitch Berbrier noted that this can be done without changing the spirit of the Bill, and that it does not need to be sent back to the Committee. Kader Frendi said we can alter the bill through proposed amendments.

Bill has been tabled. It needs to be rewritten.

- Kader Frendi **motions to adjourn**. Deborah Heikes seconds the motion.

Faculty Senate Meeting #551 adjourned
September 25, 2014, 2:05 P.M.

SENATE EXECUTIVE COMMITTEE MEETING

**September 18, 2014
12:45 P.M. in SKH 369**

Present: Mitch Berbrier, Wai Mok, Kader Frendi, Deborah Heikes, Carolyn Sanders, Charles Hickman, Michael Banish, Eric Seemann, Linda Maier

President Altenkirch and Provost Curtis are not present.

- President Wai Mok called meeting to order at 12:50 pm
- No Administration Reports. President Altenkirch and Provost Curtis are at the BOT meeting in Tuscaloosa.
- Officer and Committee Reports
 - ❖ President Wai Mok
 - Kader and I had lunch with Provost Curtis. They plan to extend the lecturer ladder to: Lecturer, Senior Lecturer, Master Lecturer. It mirrors the three tiers of Directors. Bob wants to expand that so it covers the entire university for non-tenured faculty, with a 3-4 year contract/2-3 year contract, something like that. They haven't figured out the details yet. Senior Lecturer or Master Lecturer will get a longer contract.
 - Charles Hickman: Clinical faculty aren't tenured. She might consider extending that same benefit to us.
 - Wai Mok: I'm not sure how Clinical Faculty will work in that structure.
 - Mitch Berbrier: Are all Clinical Faculty 1-year appointments?
 - Charles Hickman: No, 2-year appointments, but that's new. Re-appointments are up to 3 years.
 - Linda Maier: My understanding was that our committee, Personnel, was going to craft this into a bill once the President and Provost looked it over. Is that not the case?
 - Mitch Berbrier: I thought that was the case. The proposal was for 2 tiers. Then they would come back to us and we would push a bill through.
 - Wai Mok: So the committee has written a report, which has been forwarded to them. Now it's on their desk, and they are trying to make some modifications.
 - Linda Maier: It was written in July.
 - Mitch Berbrier: You can go back and check your emails. You should be CC'd on all of them. Fan was working with the wording on it in the spring.
 - Linda Maier: I've been waiting on the administration's comments so that we could reshape it.

- Wai Mok: I think that's part of their comments—extend to 3 tiers. I will go back to them with our concerns about where do the Clinical Professors fit into this structure.
 - Deborah Heikes: That's in the handbook.
 - Kader Frendi: That's the only one we have now to basically give some kind of a ranking to lecturers. In MAE, we want to use this for Clinical, too.
- ❖ Private conversation between Christine and me. We talked about the Parental Leave Bill that we submitted to her. We are asking for 15-week, 100% salary and benefits, or a semester. I checked it out with HR. HR says Federal Law requires 12 weeks unpaid leave under Federal Family and Medical Leave Act (FMLA). Christine said this bill asks too much.
- Mitch Berbrier: I had a different conversation before with her. The point of 15 weeks is because 12 weeks isn't the time frame of our semester. The point of pay is for a benefit to us, in order to maintain quality faculty. She said that to me in an earlier conversation. She said, yes we want to maintain quality faculty. I got the impression this is what they do elsewhere. We need to do what other universities do, not what federal FMLA says. I suggest we go back to them, not sure what committee could do the research, and say we want to be comparative.
 - Kader Frendi: We've done that at the individual department and college levels.
 - Mitch Berbrier: The difference is that this is saying it's the Provost and OAA responsibility.
 - Michael Banish: I guess that's my committee.
 - Wai Mok: Your points are well taken. I think she changed her mind after her discussion with Bob and Ray Pinner. They found out they can't afford it.
 - Mitch Berbrier: That's different than just saying "this is not what Federal FMLA says."
 - Wai Mok: The problem here is that faculty members work 15 week semesters, so 12 weeks doesn't figure into our schedules. Major problem is compensation isn't done uniformly across campus. For the College of Business, in the last 2 cases, both faculty members got 100% pay, but that is not the case across campus. She's probably making uniform policy across campus.
 - Mitch Berbrier: What's that policy?
 - Wai Mok: She hasn't come up with it.
 - Eric Seemann: When you talk to her again, remind her that when people change jobs, most of the time they do it for emotional reasons, not for financial reasons. So if you hack off a group of your faculty, that's the faculty who is going to go on the job market.
 - Wai Mok: She's occupied by 10,000 different things.
 - Michael Banish: Is there some way we can get an idea of what we've allowed and with whom in the past? It's nice to know the precedence. There's probably some information out there.
 - Mitch Berbrier: That's an important starting point. What's been happening here; what happens elsewhere.
 - Linda Maier: It's important too not just for faculty compensation for those who take leave, but for faculty who take over.
 - Deborah Heikes: I can take leave and get paid if my classes get covered, but if they have to go out and find someone outside of the university to cover my classes, then

I don't get paid.

- Michael Banish: There's a strong bias against the Lecturer position because it's seen as a way against hiring tenured faculty.
- Eric Seemann: It varies widely by college and departments.
- Wai Mok: It's a potential hot potato. There is the issue of whether they use it to cut down the number of hired tenured faculty.
- Charles Hickman: The national trend is that 40% of faculty is tenured, and 60% is untenured.
- Eric Seemann: There is some danger. Arizona or Arizona State dismissed everyone with 2 years' experience or less.
- Deborah Heikes: It's hypocritical if we asked for the ladder and now we say we don't want it.
- Kader Frendi: The dangerous question: are we encouraging them to add more lecturers with the ladder? We know we want the ladder for current lecturers.
- Linda Maier: That's why the committee last year decided on 2 levels instead of 3.
- Wai Mok: There's no problem with the structure.
- Eric Seemann: No, but how it's implied.
- Kader Frendi: We are all in favor of the ladder.

❖ President-Elect Kader Frendi

SACS committee. The Faculty Handbook we will use for SACS 2016 is the one on the website, not the one in review. We won't get the new handbook anytime soon. The Provost is in chapter 2.

❖ Past-President Mitch Berbrier

No report.

❖ Parliamentarian Deborah Heikes

No report.

❖ Ombudsperson Carolyn Sanders

Pursuing getting online training to find out what this position entails in order to market it better.

❖ Governance and Operations Committee Chair (VACANT)

- Wai Mok: Status of Chair of Governance and Operations Committee?
- Mitch Berbrier: Meet with them and tell them to elect one.

❖ Personnel Committee Chair Michael Banish

We will take on this Leave Bill. We haven't met yet because we had the special meeting. I sent out an email asking if anyone had anything they wanted to address, and received no response.

- ❖ Undergraduate Curriculum Committee Chair Deb Moriarity and Azita Amiri
Absent

- ❖ Finance and Resources Committee Chair Charles Hickman

RCEU

Ray Vaughn has conditioned us money out of his office again on getting Research Scientists to participate.

- Deborah Heikes: How did it work out last year?
- Charles Hickman: Great. The kids don't care.
- Deborah Heikes: But are they getting experience, so not being used as cheap labor?
- Charles Hickman: I haven't asked that question. I didn't see a problem last year.

We have 2 choices. Take the money or not. Ray wants that interface there. He wants the 2 missions of the university to support each other: Academics and Research. They are evaluated on exactly the same criteria. John Gregory is Administrative of Alabama Space Grant Consortium. Last year they funded 3. They will fund 5 this year. The Provost will fund an additional 2. Will ask Ray for an additional 2, so he will fund 6. John Gregory wants to change the format. John proposed a 2-step application and evaluation process. Working towards this. David Cook will work on it. The first step is for faculty to work on proposals. The second step is after those have been received and posted, which happens this semester, students will apply. The third step is for faculty to evaluate the students' applications. After they've selected a student to work with, the committee will rank the proposals and fund what we can. John was insistent about this, not sure where Christine is. There is a want to increase minority and female participation. NASA funds a lot of Alabama Space Grant Consortiums and females are underfunded.

- Michael Banish: I've run 4 of these. I've had a female, a minority, and the "common" student. What John wants to do seems cumbersome.
- Deborah Heikes: What is the rationale for this? It makes no sense to me.
- Charles Hickman: To expand the reach of the program. The problem is that you have something in mind and you go find a student, so he wants to open it up to the student.
- Michael Banish: I think you ought to negotiate with Vaughn that yes you can allow full participation of the centers, but all awardees (students) get a supplies budget.
- Wai Mok: I think will have to bring it up to the Chair of that Ad-Hoc Committee.
- Charles Hickman: Send me an email.
- Deborah Heikes: I'm still trying to figure out how starting with faculty proposals opens this up to all students.
- Charles Hickman: Faculty proposals will be posted, and then we put out a call to students, who go to the website and find one that they're interested in and apply for it.
- Deborah Heikes: Yes, but the way it is now, the students have a project they're interested in. They're working with a faculty member, and so the student is the one who is presumably coming up with the project, or who has more autonomy.

- Charles Hickman: Observation is that essentially nothing will change.
- Deborah Heikes: It just makes it more work for everyone.
- Mitch Berbrier: Is it going to tamp down on the applications for everyone?
- Charles Hickman: I don't see how to avoid it. We are trying to get it done this semester. Get faculty's submitted September through end of October, and then students' until the end of November.
- Deborah Heikes: You have to remember that all of this SACS stuff is due at the end of October for a lot of faculty.
- Charles Hickman: So what do you want me to do?
- Deborah Heikes: You'll just have to lose applications.
- Eric Seemann: Probably what will happen is the faculty member will find a student they want and ask them to apply. Another thing that will probably happen is someone will put forth a proposal in good faith and get a student they can't use. It's bound to happen and probably guaranteed. For research, you can take a student and train them quickly. But for the creative side, it's the exact opposite.
- Deborah Heikes: It's also the faculty member's project.
- Kader Frendi: Another problem, you will have a lot of unhappy students because they weren't "picked."
- Deborah Heikes: Put it in terms of retention.
- Kader Frendi: Exactly, this is becoming negative propaganda.
- Michael Banish: If I was someone who didn't want to fund these proposals, this is exactly the way I would do it.
- Charles Hickman: The REU programs typically work and are typically very targeted and typically there is a lot more funding than \$3200 for the summer that buys housing, transportation, etc. They are posted and you get top applicants from across the country, and I think that's what Gregory is imagining, but on a slightly different scale.
- Michael Banish: On a \$3200 scale.
- Eric Seemann: Then they need to provide the top money to make that happen. When you're talking about the powers to come up with the metric for measuring, leave the arts out. It won't include the composition or theaters.
- Charles Hickman: I don't get the sense that that's what anyone has in mind.
- Deborah Heikes: No, but that will be the result.
- Eric Seemann: That's what has happened before. When I was RCEU chair, I changed the name RCEU and I made a specific statement to say why this includes Creative Achievement, and the next year it was gone and it was back to REU. It might not be intentional, but that's what happens.
- Charles Hickman: When I looked at the proposals, the top proposals from all colleges got a perfect score. Most of the funded proposals came from Science and Engineering just because they sounded so cool.
- Eric Seemann: It sounds like we are arguing the same side. Because you said up to this point, we are funding some creative stuff, we are funding some research stuff,

we are funding some social science stuff, and some arts or history stuff. Now we are talking about standardizing a way of measuring how research productivity goes on in the colleges. I can guarantee you that between the colleges things are done differently. And that's going to leave a lot of people out.

- Charles Hickman: The process is laborious. With your feedback now I'm hearing that process is just undoable.
- Eric Seemann: I'm not criticizing anyone, simply the process.

❖ Undergraduate Scholastic Affairs Committee Chair Eric Seemann
Looking into a Veterans Center for campus. We don't have one. Veterans don't have a sense of connectedness. Looked at other campuses.

❖ Faculty and Student Development Committee Chair Linda Maier
Received comments back on the lecturer ladder. We have a committee meeting on October 2nd.

➤ Discussion Items

❖ Redo Climate Survey

Wai Mok: Possibly hire an outside firm to do the survey so that confidentiality can be guaranteed.

Deborah Heikes: I have had lots of conversations with Christine about this. Nothing is confidential. We need to make sure it's confidential before we guarantee it is.

Eric Seemann: That's under Employment Law.

Deborah Heikes: We need to be careful about this, especially with the open-ended questions. So maybe we should just ask objective questions.

❖ Comments on Policy on Policies

Deborah Heikes: I tried to incorporate everyone's comments into this, without completely rewriting it, from the email conversation. Deb Moriarity had a really elegant way of getting the handbook reference into it, but I couldn't remember what it was.

- Michael Banish: One, the paragraph in red needs to go out. For no other organization, there's no justification for why they're there. It takes it out of context. That makes it available for everyone else to justify themselves.
- Deborah Heikes: Rather than get rid of the paragraph in red, we could put it at the end of paragraph 5.
- Michael Banish: Nobody else has justification in the whole thing.
- Mitch Berbrier: That's not the point of putting that in there.
- Deborah Heikes: The point isn't to justify. It's to reference the Faculty Handbook.
- Mitch Berbrier: They can take that out, but it needs to be point out and clarified, and front and center that this is why it's here. In the formal sense, your point makes sense and is correct.
- Kader Frendi: I was thinking along the same lines here. You have the nice parenthesis at the end of the first red paragraph. I would add that to the sentence at the end of the first paragraph, referencing the Faculty Handbook 6.2, instead of

- adding the whole section there.
- Deborah Heikes: So, “As specified by the b-laws of the Senate and 6.2 of the Faculty Handbook.” I could live with that.
 - Mitch Berbrier: I think that’s a nice solution in the end. But what we are trying to do right now is make a case front and center. We are here in part of the formulation of University policy. If you just put in Faculty Senate Handbook 6.2 in parenthesis, the chances that it will actually be looked up are 50/50. So my point is that the purpose of putting this in here at this point isn’t so it’s here at the end. An alternative is to put an asterisk instead of a parenthesis.
 - Carolyn Sanders: Yes, because that’s a huge chunk when you look at it.
 - Charles Hickman read the second paragraph and said it’s superfluous and it encompasses everything. The only substantive change in this is that the Faculty Senate President participates in the process. Said if we want this to be accepted, need to just add those words.
 - Michael Banish: We want to delineate it better that on these issues the Faculty Senate President or President-Elect is clearly included.
 - Charles Hickman: Put the Faculty Senate President in the room and that’s all we should ask for.
 - Deborah Heikes: It’s probably not going to make it and I get that. This was a big point of discussion. I don’t think we as the Executive Committee can take it out. I think we can rearrange it, but there was a clear sense that people wanted that representation from the Handbook in there. I think we have to bring it out at the full Senate and have them decide.
 - Kader Frendi: How about an asterisk at the end of Faculty Senate of the first paragraph, and then putting it in a footnote at the bottom for the President’s reference?
 - Charles Hickman: That, and then at the end of the day, most of the rest of this we should take out and just say Faculty Senate President is going to be part of the council for consideration of policies.
 - Mitch Berbrier: I agree with that. Before the paragraph that Mike brought up (“Per academic policy, the responsible authors of the Faculty Senate Executive Committee...”), I suggest that it say to both the Provost/Vice President of Academic Affairs and the responsible officer in Faculty Senate Executive Committee in a couple of places. On number 2, where it says, “or in the case of the Faculty Senate, the President-Elect for Faculty Senate will follow the procedure specified in the by-laws for the submission of business to the Senate,” I would at the end, “and then it would be sent to the Provost/Vice President of Academic Affairs” just to make it clear. I also suggest that on number 7, “Or in the case of academic policies, to the “Provost and the Faculty Senate President.” This is more along the line of what was said before, we want to add the Faculty Senate President, but we are not trying to take anything away from the VPAA.
 - Michael Banish: This is more of a simultaneous procedure.
 - Deborah Heikes: So will we footnote the Handbook?
 - Kader Frendi: Put it at the bottom of the page. Reference it after the first paragraph.

- Linda Maier: Question about number 8.
- Deborah Heikes: It should be “month.”

- Mitch Berbrier: Number 4, the second sentence needs a correction.
- Deborah Heikes: It used to be 2 sentences. Use passive voice, “will be sent”? “Upon completion of the draft policy, the responsible Vice President discusses... the responsible Vice President submits the draft.”

- Michael Banish: Number 5, add “when appropriate.”
- Deborah Heikes: I think it needs to say, “when it concerns university governance affecting the faculty,” because, “when appropriate,” is too open ended.
- Eric Seemann: And too subjective.

- Charles Hickman: At the end of the day, the most we will get is someone from the Faculty Senate in the room when the policy is being considered, which we agree is the President.
- Deborah Heikes: That’s all this is doing.
- Wai Mok: I can’t see that we are asking for anything more than what you’ve just described.

- Deborah Heikes: I’m really concerned about what happens to senate bills. So we go through the process of producing a Resolution, which takes us months of work, then does it go to the top of the chart (to the Provost), and then through the Policy on Policies? Because if that’s the case, then we need to stop formulating Bills, and just go to the Provost.
- Kader Frendi: The President cleared that up at the last meeting. He said that if it’s anything that concerns the university at large, it goes through the Policy on Policies.
- Deborah Heikes: So Senate Bills have to go through Senate, and then they go through all of this again?
- Charles Hickman: That’s how I see it.
- Kader Frendi: If it concerns the university at large. If it concerns only the faculty, then it is only a Bill. If staff is involved, or something, then it becomes a policy.
- Carolyn Sanders: What happens to the bills that haven’t been responded to?
- Michael Banish: They go through this process anyways. We write a bill, it goes through this process. It goes off to legal. This policy now says you have a month.

- Carolyn Sanders: I’m curious about past bills that haven’t been approved. Develop a strategy?
- Wai Mok: Yes, we will compile a list. We need to warn senators.

❖ Agenda for Faculty Senate Meeting #551

Kader Frendi: The survey is on the Agenda for next senate meeting. Do we want to keep it?

- Deborah Heikes: Let’s remove it until we have a company lined up.

Wai Mok: Bill 378?

- Carolyn Sanders: Let’s not let that Bill slip at the next meeting.

➤ Meeting adjourned at 2:15 pm

B. Development of UAH Policy. A policy can be proposed by anyone at UAH by routing the suggested policy or revision to an existing policy (in the proper format) through the appropriate Division's administrative channels for review and approval. Administrative channels refer to the appropriate chain of supervisors and the administrative Vice President overseeing the activities of the proposing individual or organization **or for academic policies, the Responsible Officer in the Faculty Senate Executive Committee as specified in the by-laws of the Faculty Senate.**

In the case of matters affecting faculty, "the Faculty Senate is the permanent body representing the faculty for the formulation of university policy and procedures in matters pertaining to institutional purpose, general academic considerations, curricular matters, university resources, and faculty personnel (appointments, promotion, and tenure). Normally, issues of university governance affecting the faculty at large should go before the full Faculty Senate before implementation" (Faculty Handbook 6.2).

The flow for the creation of a new university-wide policy is illustrated below:

1. The individual **or units** developing the proposal submits the proposal to ~~his/her supervisor~~ **appropriate authority such as a unit supervisor or President-Elect of the Faculty Senate.**
2. The supervisor reviews the policy, comments on it and forwards the proposal to the next higher level within the Division's administrative organization. This process is continued until the proposal reaches the responsible Vice President. **Or, in the case of Faculty Senate, the President Elect of Faculty Senate will follow the procedure specified in Senate by-laws for the submission of business to the Senate.**
3. The responsible Vice President reviews the proposal and requests that a draft policy be developed by the appropriate person(s) or decides against making the proposal into a draft policy.
4. Upon completion of the draft policy, the responsible Vice President discusses the draft policy with the President's Executive Council **and the Faculty Senate President.** After, taking into account the Council **and Faculty Senate President's** comments, submits the draft policy to the Office of Counsel for legal review.
5. When the finalized draft policy has been approved by the Chief University Counsel, the responsible Vice President requests that the draft policy be placed on the President's Executive Council's agenda for discussion. **This discussion should include the Faculty Senate President when the policy concerns university governance affecting the faculty.**
6. Simultaneously, the draft policy will be sent to Staff Senate, Student Government Association, and the Research Directors, and any other entities impacted by the policy for review. In addition to being transmitted to the several organizations, the draft policy will be posted on myUAH.
7. All reviewers have one month to consider the policy with their respective constituencies and to submit comments and suggested changes in writing to the responsible Vice President, **or in the case of academic policies, to the Faculty Senate President.** Extension of review time may be requested by any of the organizations to which the draft policy was transmitted. Substantive changes must be accompanied by a justification or rationale for the change. No response from a reviewer within ~~two weeks~~ **one month** will be considered an acceptance of the draft.
8. The responsible Vice President will determine which changes, if any, to include in the draft policy. If the revised draft policy has been changed substantively, then a second review of the revised draft policy will be conducted following the aforementioned process. After the a two week review is conducted and comments are received, the draft policy is finalized by the responsible Vice President. The final draft policy along with an explanation of any changes received from the reviewers and not accepted will be submitted to the President for review and approval.



Wai Mok <mokw@uah.edu>

Fwd: senate policy and policies

2 messages

Deborah Heikes <heikesd@uah.edu>
To: Wai Mok <mokw@uah.edu>, Kader Frendi <frendik@uah.edu>

Wed, Sep 17, 2014 at 12:33 PM

I think this is something we might want to discuss tomorrow. (Or we might not.) The point at the end seems quite relevant.

Deb

----- Forwarded message -----
From: **Mitch Berbrier** <berbrim@uah.edu>
Date: Wed, Sep 17, 2014 at 12:23 PM
Subject: Fwd: senate policy and policies
To: Deborah Heikes <heikesd@uah.edu>

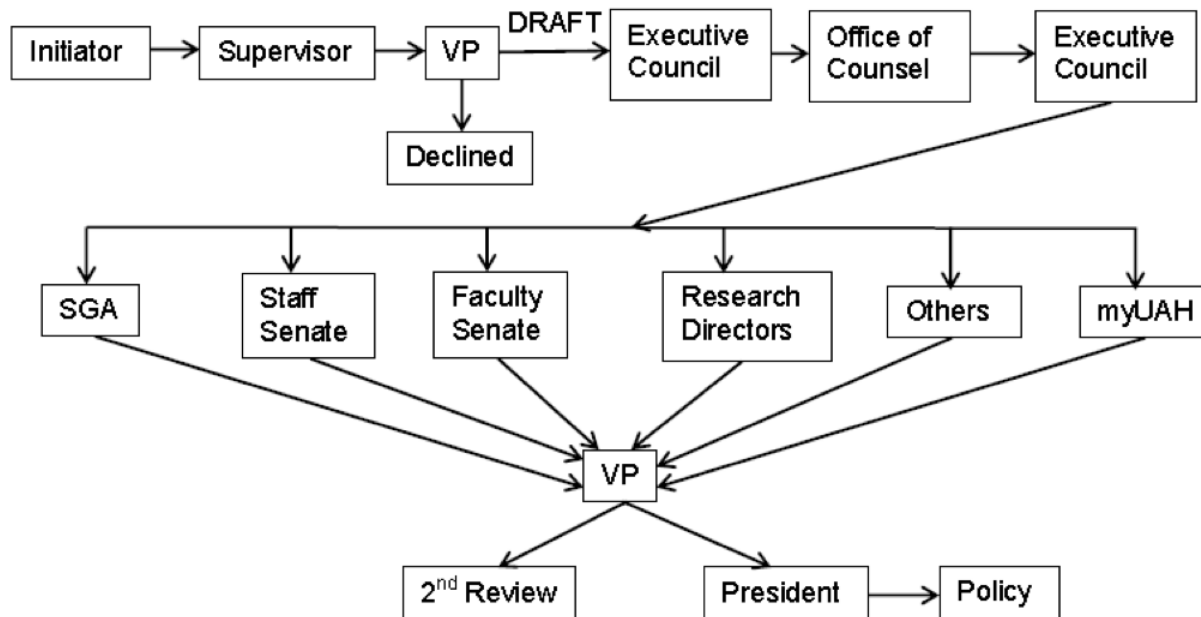
----- Forwarded message -----
From: "Luciano Matzkin" <Imm0015@uah.edu>
Date: Sep 17, 2014 11:01 AM
Subject: senate policy and policies
To: <Mitch.Berbrier@uah.edu>
Cc:

Hello Mitch,

I do not know if this is too late, but my concern about the Policy on Policies (which I may have not articulated very well in the senate) is how the reviews from the Faculty Senate of a proposed policy is handled. As written the reviews/comments of a proposed policy will go back to the relevant VP (see scheme below).



Policy on Policies Development Flow Diagram



I believe since according to the Faculty Handbook "The authority of the Senate derives from the Office of the President of the university and exists as a feature of the bond of mutual trust that serves as the basis for the general system of governance for the faculty, student body, and administration." our reviews/comment of a proposed policy should go directly to the President and not a gate keeper (i.e.

VP). This might potentially lead to the silencing of our voices by a VP.

Tell me if this makes sense to you.

Regards,

Luciano

~~~~~  
Dr. Luciano M. Matzkin  
Assistant Professor  
Director of the Graduate Program  
Department of Biological Sciences  
The University of Alabama Huntsville  
Adjunct Faculty Investigator - HudsonAlpha Institute for Biotechnology  
Office (256) 824-4326  
Lab (256) 824-6968  
<http://www.uah.edu/biology/LAB/matzkin/>

--  
Deborah K. Heikes  
Professor and Chair of Philosophy  
University of Alabama in Huntsville  
Huntsville, AL 35899  
[\(256\)824-2335](tel:(256)824-2335)

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**Kader Freni** <[frendik@uah.edu](mailto:frendik@uah.edu)>  
To: Deborah Heikes <[heikesd@uah.edu](mailto:heikesd@uah.edu)>, Wai Mok <[mokw@uah.edu](mailto:mokw@uah.edu)>

Wed, Sep 17, 2014 at 12:41 PM

Yes this is a good point and we need to talk about it. The good news is the administration will be absent tomorrow so we have the whole meeting to ourselves to sort out these issues...

Kader

“Live For Today Because Tomorrow May Never Come”

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Kader Frendi, Ph.D

Professor

Mechanical & Aerospace Engineering Department

Tech Hall N354

University of Alabama in Huntsville

Huntsville, AL 35899

Tel: (256)-824-7206

Email: [kader.frendi@uah.edu](mailto:kader.frendi@uah.edu)

Website: <http://www.uah.edu/eng/departments/mae/people/mae-faculty/19-main/engineering/mechanical-and-aerospace/731-mae-frendi>

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**From:** Deborah Heikes [mailto:[heikesd@uah.edu](mailto:heikesd@uah.edu)]

**Sent:** Wednesday, September 17, 2014 12:33 PM

**To:** Wai Mok; Kader Frendi

[Quoted text hidden]

[Quoted text hidden]



**Senate Bill 380: Climate Survey**

Submitted by Anne Marie Choup of CLA on 10/08/2014

*Whereas a Campus Climate Survey was distributed under the auspices of the Faculty Senate in April 2014,*

*and*

*Whereas the data produced by that survey were deemed unreliable,*

*Therefore be it resolved*

*That another Campus Climate Survey be administered during the 2014-15 academic year.*