

FACULTY SENATE

MEETING #576 AGENDA

NUR 101A

THURSDAY, February 16, 2017

12:30 PM to 2:00 PM

Call to Order

- 1. Approve Faculty Senate Meeting #575 Minutes from January 19, 2017**
- 2. Accept FSEC Report from February 9, 2017**
- 3. Administrative Reports**
- 4. Officer and Committee Reports**
 - **Cover a Charger Bill 398**
 - **Sense of Senate Resolution**
 - **Chapter 4 of Faculty Handbook**
 - **Emergency Bill 401**
- 5. Miscellaneous/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 LAUREN BAKER: facsen@uah.edu

FACULTY SENATE Executive Meeting
February 9, 2017
12:30 P.M. in EB 118

Present: Monica Dillihunt, Kader Frendi, Carmen Scholz, Laird Burns, Ramon Cerro, Mike Banish, Tim Newman, James Swain, Earl Wells

Absent: Christine Sears, Joseph Taylor

Ex-Officio: Provost Christine Curtis

Guests: President Bob Altenkirch

- Faculty Senate President Mike Banish called the meeting to order at 12:38 pm.
- **Administrative Reports**
 - President Bob Altenkirch
 - The Board meeting went well. The incubator building was named after Dorothy Davidson. There are four steps to building a building. Over the past few years, stage three and four have been combined and approved at one time. That isn't supposed to happen. There is a set of preapproved construction companies. To me, those are the responsible companies. So to me, three and four should be combined and given to the most responsive contractor. Now the Chair of Physical Properties will review the bids along with University Personnel.
 - Earl – Is that our policy?
 - President – The board rules.
 - Cyber Security was approved by the board. We are hoping by fall 2018 we will have a cyber security degree in place. We have a candidate for Title IX in place. With respect to Ray Pinner retiring, I have drafted a long description to solicit a search. I asked Ray Hayes if a search firm was used to hire his replacement. He said yes. I think we will use a search agent. The response usually takes three weeks.
 - Ramon – Is there an experience requirement?
 - President – Yes. Those with experience in higher education will float higher up.
 - In the policy on policies, there is a statement that says the President can resend a policy at any time. The trial housing policy needs to be resent. In order to move recruitment along, students within a 30 mile radius could stay for six weeks, and then choose to stay or commute. We don't have any empty beds. I think it makes perfect sense to resend the policy because we can't do it.
 - Mike – Would you like affirmation from the senate? Does anyone have an issue with the President sending this policy?
 - Kader - I think it is a SGA issue.

- Ramon- Will these go out to committees? Are you in an urgent need?
 - President – Yes, due to the recruitment process, the web states students within 30 miles can access these rooms, but we are full.
 - Ramon – My problem is that we are going to send the policy without any recommendation from the faculty.
 - Mike – The policy on policies says he can do that. He doesn't need our recommendation to resend it.
 - Earl – Would an interim policy suffice in case you want to go back?
 - Mike – All in favor of resending the policy. 1 abstains.
 - Monica – I was going to ask can we just suspend it.
 - Kader – This policy isn't faculty related.
- We are going to have to do something with the telephone system. The system was put into place in 2000; the company that put it in went bankrupt and was bought out by their competitor who also just filed for bankruptcy. They aren't going to provide support within the next year; the service will end in 2021. VoIP is the recommendation from telecommunications department.
 - Tim – Does some already have VoIP?
 - President – I am not sure but this would be in line with all the other universities in the system.
 - Laird – Conducting the research we do, and myself being compromised, we need to know the security level with VoIP.
 - Kader – My committee met and one point that was brought up was we are losing graduate students from local companies due to our parking. Syntech has quit sending students are way because they circle and circle and go back to work. We have a true issue.
 - President – The parking consultant is finishing up and will report next week. The recommendation is zone parking and a transit system. Their assessment is we have enough parking. People are circulating because they want to be at the front door. Building more parking won't address what you are talking about.
 - Kader – We are talking about special students who are coming from work. They want to be close so they can get back to work. Looking at the problems with graduate education, this is included.
 - President –By zoning the parking, you get away from people circling looking for a spot.
 - Tim – I think we do need to be aware of our commuting students. We have lost our capability to park students in the center. Some parking that is available isn't an effective resource for recruitment. We need to have our graduate classes on the outer part of the campus, or we have to have more parking. We may lose our pipeline with some of these companies.
 - President – I think by zoning you can address some of the issues you are discussing.
 - Tim – In the fall, I brought before the faculty that there be a sweep to make sure that technology was working in the classrooms. It seems that the sweep missed some areas.

- Provost – You can send me the room number, what the issue is, and I will make sure the right person gets the problem fixed. The seats in your classroom should be replaced.
 - Provost Christine Curtis
 - This coming board meeting I anticipate we will have two or three NIST. One of them is the MAT for Elementary Education. That had gone through the Graduate Council as a concentration under our MAT degree that exists already. It got stopped at the system level because it was a different CIP code. We sent it back through the council and it will be going through as a separate degree. The same thing happened with Sports Administration. One other NIST that is coming forward to the council is the Behavioral Analyst Certification. It is a master’s degree and particularly for kids with autism and other behavioral issues. Two things I would like to bring up are, at the request of the senate, Bob and I proposed modified duties and extension of tenure clock. You asked at that point we wait for the faculty handbook. I am going to say that we need it now. We end up with one very ill faculty every year. These policies you agreed to are more faculty friendly. We think it will help it the recruitment process. Bob and I would like to go ahead and put them into policy until after chapter 7. I am asking would you be willing to do that. You have agreed to what is in the document, I will put them into policy format. It seems it is the thing to do for our faculty and recruiting more faculty.
 - Mike – I think they went through the full senate and are policies already.
 - Earl – Was the rationale to wait so the entire handbook would be complete?
 - Tim – I would have to see the language to see if it would be suitable to be a policy. We don’t want policies to replace the handbook. We don’t want a situation where policies are superior to the handbook.
 - Provost – We are taking the exact words you approved and put it in the policy, then the handbook.
 - Tim – I appreciate the expediency issue. I am onboard with you on those things. I need to see what the language is going to be now that it exists as a policy. We have a lot of policies now. We don’t want our policies to be the vehicle for determining faculty life in lieu of the handbook.
 - Provost – Do I understand you to say that you want chapter 7 to be left the same until the faculty approves the chapter?
 - Mike – Tim, can you look at it next week?
 - Tim – Yes.
 - Mike – I can send out a note for next Thursday that we are going to pull this up as an emergency policy understanding that we are approving language for substitution for chapter 7. This will make it clear that it isn’t a policy, but we are establishing language for the handbook committee to move forward with chapter 7.
 - Laird – You just want to get language approved for the chapter?
 - Ramon – I think it can be moved really fast if we have a resolution that if there are any questions that the handbook trumps the policy.
 - Monica – It won’t be a policy the way you want do it.
 - Mike – We are going to say that we are approving this policy to be immediate substitution for the handbook and it comes out from being a policy once chapter 7 is approved.

- Tim – We can approve chapter 7 just to include that.
 - Kader – That would have to go to the board.
 - Ramon – If the faculty and administration approves, we can all agree to work with that one.
 - Mike – We will work towards that on Thursday.
 - Ramon – We approved the first version of this handbook five years ago. We have been going through it and now we have an emergency?
 - Provost – We brought this back as a response to a resolution. I am asking that it be applied so that the faculty can benefit from it.
- Another thing is sick leave and chapter nine. I would like for you to look at Auburn's, UA, and UAB's policy. I need you to all start looking at sick leave for faculty. UAB and Auburn have sick leave. UA has nothing. We have a little something. The revised has a process. When I talked to Alabama at the board meeting, they have been working on this for years to get sick leave. We need to look at this as a group and determine what is important. Having worked through the chapter 7, there is a very long section that discusses electronic submission of files. This seemed very prescriptive on how we do it and we don't know what mechanism we will be using yet. Can we look at that section to be one paragraph of principles, and then have a procedure? The procedure can change as our capabilities change. I would hate to have it in the handbook and then we have a mess.
 - Tim – I looked at that too, and agree with you.
 - Provost – It seems reasonable but I don't think we can.
 - I have gone through the first part of chapter 7 several times now. Would it be acceptable if I sent a partial chapter 7? You could then be on your way to work.

➤ **Officer/Committee Reports**

- President, Mike Banish
 - The Provost, Carmen, and I met yesterday about the patent income and copyright policies. We pulled UA's policy off their website. It seemed to conform to board rule 405. I am going to make some UAH specific alterations and you should have them next week.
 - We also met with IT. We got through nine of the twelve policies. Russ Ward is supposed to make the corrections and get back with me. When he gets those nine corrected, we will then send out more to him.
 - We went to the BOT meeting. Afterwards, the faculty senate presidents met. One question that arose from that meeting was what exactly is the status and procedures for faculty/students to have childcare?
 - We have an early child care that has 100 students. We have the RISE school that starts at three months through age five. That is a school for typical students that are matched with disabled students. We have about 58 – 60 students in that grouping. The second opportunity is a state Pre-K, we have one classroom. Last year there was no charge to the parents, this year the state requires that the parent pays according to their income. We have two head start classrooms; they are in the 4-5 age range. Next year, we are in the middle of looking at plans, we are going to try to have two classrooms for babies. We have another proposal to the state Department of Education

- for a second Pre-K. We have told head start if they can get the funding they can have a third classroom. Head start caters to lower income. This allows for people on our staff to have an alternative to RISE. We are looking closely at having an autism classroom. We can't have more than eight in one classroom. Attempting to serve the community, faculty, staff, and students receive a discount to RISE. We have a wait list of 45 students.
- Carmen – The childcare program, can they stay from 8-5?
 - Provost – Yes, we have before school care that starts at 7. Then we have after school from 2:30 – 5:30. You can do a whole day program.
 - We had two policies that went out declared non-governance. I move that we move those forward as separate policies. Those were on-call and call back for non-exempt.
 - President-Elect, Carmen Scholz
 - I received a bill that makes changes to the system that is in place. I would like to move that to the personnel committee.
 - Mike – You can also move that to faculty and student development.
 - I would like to bring this to your attention. Our computer chairs were bought in 1991. I was told there was a furniture rep for the university that insisted she needed to see the room. I explained the room, what takes place, and our budget is tight. She sends me a suggestion for new chairs at \$300 per chair. I made a trip to staples and they had \$40 chairs. I bought the chairs. The staff assistant was told by Dean's office I wasn't allowed to do so. Why is there a detour through a rep? If you furnish an executive office, I understand. Chairs for a computer room? We need to separate these things. We don't need rules to go through the rep. I understand an expensive chair will last longer but we need a balance.
 - Mike – I have been here for 30 years. This university has \$40M a year than we had 30 years ago in income. We continue to scrap for every dime. You hear continual stories similar to Carmen's. You can't buy chairs at just \$40 to be replaced in ten years; you have to buy \$300 chairs. The most frustrating thing is we have \$40M more every year than a decade ago and we are strapped for every dime. I fail to understand it.
 - Carmen – It's not so much that the Dean wants to approve it. We aren't discussing an executive office, it is an open room.
 - Earl – Isn't this tied into the bid process?
 - Kader – I think the bidding starts at a higher level.
 - Past President, Kader Frendi
 - I had a meeting last Thursday with my graduate committee. One of the issues I mentioned to the President was the parking. This really affects our graduate program.
 - Provost – What time are these classes taught? Can we think about a different time and location?
 - Kader – We are talking about Shelby King. That could be a good location for having classrooms for these topics.
 - Our task was just to look at how to get our Carnegie ranking up. Alana said they are discussing PhD in liberal arts. There may be mergers of that office to create that.

Maybe English and communications to create that. Wai Mok mentioned that college of business isn't interested in offering a PhD.

- Laird – We have demand but can't seem to find funding.
- Nursing seems that they can do it but it could be political with UAB.
- Debra mentioned a possible with PhD in biology with Hudson Alpha.
- I also reported back that I met with Dr. Berkowitz that there is a matrix for graduate students. They get av15% tuition discount on out of state or in state. I am pleading to move it to 30%. The students that have higher GRE scores, we don't get.
- Parliamentarian, Tim Newman
 - No report.
- Ombudsperson, Carmen Scholz
 - No report.
- Governance and Operations Committee Chair, Monica Dillihunt
 - We are looking at the mission statement to make it more in line with other universities.
- Undergraduate Scholastic Affairs Committee Chair, James Swain
 - No report.
- Faculty and Student Development Committee Chair, Earl Wells
 - No report.
- Personnel Committee Chair, Ramon Cerro
 - I would like to put on the record the things the personnel committee discussed about the librarian/lecturer policy.
- Mike -A sense of resolution on inclusive campus space, under "be it resolved therefore", Ramon motions to put this forward. Monica Dillihunt seconded. Ayes carry. Please make committees aware this has to be anonymous to move forward. I have discussed this with some of you; this could be a sensitive issue. Do I want a secret ballot or an open ballot? I will leave that to you for you to decide.
 - All decide to have an open ballot.
 - Provost – Can I suggest that you use tenure-track, not tenured?
 - Mike - Another change is the addition of a paragraph before procedures. Any disagreement?
 - Mike - We changed that a lecturer would be hired for a year at a time for three years for annual review. Upon three successful reviews, are they are given renewal?
 - Kader motions to move to may be a three- year appointment.
- Approval for agenda for meeting 576. Add Sense of Senate Resolution, Cover a Charger, and Chapter 4 of the handbook. All in favor.
- Meeting adjourned at 1:56 pm.

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

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

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

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

Ex-Officio: *Provost Christine Curtis*

Guests: *Vice Chancellor Dr. Nash*

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

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

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

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

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

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