

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.