



**Faculty Senate Meeting 522
JANUARY 26, 2012
12:45 p.m. in BAB 121**

Present: Wai Mok, Charles Hickman, Eric Fong, David Stewart, Eletra Gilchrist, Derrick Smith, Laurel Bollinger, David Neff, Kwaku, Gyasi, Molly Johnson, Carolyn Sanders, Deborah Heikes, Kathy Hawk, Eric Seemann, Bhavani Sitaraman, Ramon Cerro, Seong Moo Yoo, Jeffrey Kulick, David Pan, Jennifer English, Paul Componation, Nathan Slegers, David Moore, Ina Warboys, Brenda Talley, Marlena Premeau, Kristen Herrin, Roy Magnuson, Carmen Scholz, James Baird, Ramazan Aygun, Tim Newman, Peter Slater, Dongsheng Wu, Richard Miller, Nick Pogorelov, Vistasp Karbhari

Guests: Robert Altenkirch, Brent Wren, Malcolm Portera

Absent with Proxy: Jason Cassibry, Louise O'Keefe, Mohamed Ashour

Absent without Proxy: Philip Bitzer, Claudio Morales, Max Bonamente

- ❖ Dr. Tim Newman called the meeting to order at 12:45.
- ❖ Dr. Tim Newman announced you have the revised agenda.
- ❖ According to the Senate Bylaws we have the same problem we had last time in that we adjourned during debating a bill, thus that bill is still at 3rd reading and is required to be at the top of our agenda. Unanimous approval was sought and received to suspend the rules, allowing passing over this bill temporarily, moving it to item 6 on the agenda.
- ❖ Eric Seemann moved, seconded by Marlena Premeau to approve the minutes. Motion carries.
- ❖ Tim Newman announced this is considered our "Annual meeting" and we have the opportunity to invite someone from the System to talk about future plans and plans for our campus.
- ❖ Tim Newman announced that Chancellor Malcolm Portera was invited and Tim Newman introduced Dr. Portera.

- ❖ **Dr. Portera** thanked Tim Newman and stated he worked with Tim Newman and found him to be good to work with.

Dr. Mack Portera thanked Dr. Robert Altenkirch for accepting the position and stated it has been a good first few months—just what we needed at UAH.

My commitment and his commitment are like Honda—make it simple—do all we can do to make this university the best it can be. When we started the search for a new president here at UAH our most significant commitment was to get the right person with integrity, with the ability to lead a complex institution orchestrating growth with fiscal responsibility. We wanted someone with a deep commitment to teaching and research within a comprehensive research environment. We accomplished that in this search.

Dr. Mack Portera stated he would like to speak from the perspective of serving 7 months here as Interim President.

I want to spend time assuring you the Board has no intention of changing your affiliation as part of the System. You can strengthen your position in the System.

The System Presidents delivered a message to the Governor that to accelerate Alabama we must focus on Higher Education as fundamental to the future of the State.

These are the conditions as I see them in Alabama. I have announced I am stepping down as Chancellor—my comments come from the heart without prejudice.

As Former Interim President—there were challenges—we recommitted to a team concept with faculty, staff and students. We took a great deal of time to listen and build trust --that job is not finished—President Bob Altenkirch is working with you and will complete that assignment.

Even in a fiscally difficult time we put together a budget with the faculty, staff and student realm with student life and student support in mind. There has been an IT infrastructure investment. We allocated funds to salaries, there were new positions in Nursing and a new position in Liberal Arts in Global Studies for matching to a \$1M gift. Thanks to Dr. Vistasp Karbhari and Mr. Ray Pinner for landing this gift. We have added 3 new police officers, we have a new campus Nurse Practitioner, new funds for student activities and new funding for the Library --We reallocated just under \$1M from the central fund to make this happen. This was the second best year in fundraising. We will never allow to you reach the point you were at 20 years ago. You were so poor UA wrote checks or funded one month and UAB the next month. We recruited outstanding for the President.

Some challenges we face—we do not expect state funding to improve significantly over the next 3 years. Dr. Mack Portera share some of the Birmingham Paper comments. State funding continues under stress—don't believe in the next 3 years and possibly for 7 years there will be any new funds from tax increases. Federal dollars will shrink. The Federal budget deficit will

ensure funding is competitive going forward. Enrollment must grow—Tim Newman and I in our first meeting said enrollment must grow. 2008—state provided \$611M for 3 campuses—2012 \$458M little over \$55M cut. 2008 tuition \$338M this system 2012—\$609M tuition and fees. The fact of the matter is across the country Higher Education is becoming an individual responsibility. These great challenges for us is another reason to grow.

Phase 1 in I.T. underway but still a lot of work to do.

Research centers need to be brought closer together providing great competitiveness for funding.

New model for fundraising for Huntsville. Capital campaigns at UA and UAB generating more than \$6M. We need to know the plan for a campaign at UAH. President Robert Altenkirch is on the way to considering a capital campaign for campus. As you think about strategic plans support the President in the planning.

The UA System Board sees the campus as an equal partner—we have the finest 3 campus system in America. Created by call from Von Braun. As the Interim and as a part of the Board we have concern for this campus. There is a commitment to Engineering and Science that is steadfast but we feel strongly the region demands vibrant programs in Business, Nursing and Liberal Arts and would like to see growth in those areas. Program approvals have been 4 at UA, 12 at UAB, and 12 at UAH by the Board. In my 10 years as Chancellor the Board has not had a no vote pertaining to a program proposed by UAH.

Final topic—the state of the State of Alabama. This is a time of intense anger over economic issues—the stock market is very volatile and we have to be credit conscient. We need to work with K-12 Education. Immigration has caused a divisive situation. I am optimistic about UAH and the UA system and the role we can play to move forward. The Governor is honest and wants to make good decisions. Senate wants to tackle difficult situations. The plan we gave the Governor Tuesday 3 points for economic development. Recruitment- good recently. Data said 3rd largest auto maker. Retention—important. Innovation—UAH has a substantial role to play in the 3 components. You can play a leadership role in the innovation component and every college can contribute and will contribute. I am quick to tell people in the community that thinks this is just Engineering that Steve jobs announced in his introduction to the new IPAD that it is the intersection of Engineering and Liberal Arts —all have a role to play in the well rounded education for all students. The Board made a decision we should decide the future and they should provide resources for a bright future. The Board has delivered over the past years and as we have presented budgets and they have supported them for the last 10 years. I invite you to join us to create the future. I am stepping down in the next few months but I will not sever the relationship with the System. I will work with you and President Bob Altenkirch as a friend of his and yours and this campus and shaping the future of this region and the State.

Dr. Mack Portera thanked Tim Newman again for the opportunity to speak. He joked that he still has a tenured academic appointment and can teach, run for Faculty Senate and give the Administration hell.

Dr. Mack Portera stated he brought something with him that talked about the per student investment in the State. He mentioned the talk of leaving and joining Auburn and he thought that was a terrible idea. He stated there are 14 institutions and UAH is #4 in per pupil appropriation from the state at \$8 442/student—taking the budget and dividing by FTE \$5924.09, UA, South Alabama and Auburn with the Ag investment is \$10,000, Auburn Montgomery is \$5600. UAH \$2000 more than Tuscaloosa—The Board understands the importance of this institution in the State.

Dr. Jim Baird asked Dr. Mack Portera to explain why Tuscaloosa and UAB have completed capital campaigns and we are yet to begin. Portera: There is a long time attitude here that we can't raise money. An example is Senator Shelby's commitment for a building—the agreement said he would like to see matching and we were told we could not do that. The amount was \$10M. We went to the state and got the money. We need to create a new model for fundraising in Huntsville—it is a difficult place to generate support—the greatest frustration is in my 7 months here in making rounds to generate funds and being unsuccessful. You have great leadership, with a vision, what President Bob Altenkirch is doing now in putting plan together a plan is part of that. You need a well organized staff and a plan. You need a President who is not ashamed to make the ask. I assure you that you got one that is not ashamed to make the ask. You do need a different approach here than other places.

- ❖ **President Robert Altenkirch**: Capital campaign—Dr. Mack Portera is correct that we need restructuring and refocus in Advancement. In it we finished the process for hiring a VP for Advancement—the Foundation is on board—in the past there has been some friction and I have solved that—we have gotten rid of most if not all of that. We have put together all communication folks on campus and we are assembling them in a strategic group in Advancement. We have to have a good group to stay on message. Alumni relations is functioning ok. On the Development side we need a Vice President and rebuild that part. We need to do research on individuals and who has the capability to give and what is their interest. Identify the suspects and understand their interests and move to prospect level. Divide them and if Vistasp Karbhari has a personal relationship let him ask and if Robert Altenkirch can build that relationship he will ask. Fund raising in hockey is helping people understand how to fundraise—had to start upside down—get high and then get mid-level and get as much as possible. Did bottom first to hit end of tax year—did bring in funds. Ready to go the right way this spring. Know who the prospects are and elasticity. Frozen 300—target 300 corporations and get corporations support for advertisement and tickets and get people to come.

CIO advertisement is drafted, the committee is established and it will be coupled with the VP Advancement search and use the same search firm. The President's website will have several

buttons—planning, etc. —materials will show up on the website. When we get more on it we will move it toward the front.

Established a group to come together to talk about issues involved to move research projects forward. We are trying to understand sticking points from going from concept to proposal to project. Getting all the workforce involved.

Working on enrollment growth in Nursing. Dr. Mack Portera started by putting in one or 2 faculty in Nursing. Increasing by 300 students—personnel, resources, facilities—more revenue than expenditures. Looking for opportunities to generate revenue to be redistributed. Nursing focused because of demand and what was put in already by Dr. Mack Portera—applications, accepts and attendance—looks promising.

Capital campaign need to do work on structure and philosophy and get colleges involved so have some experience. Student life, bond refinancing going to Board.

Audit of institution will go to the Board—clean audit—one adjustment—supercomputer—put on books initial investment –have to depreciate because of age—adjustment to capital assets.

Talked to Rotary—did not get picked on much—asked about System—told them we ain't movin. Dr. Bob Altenkirch quoted John Christy—"being a little sister in a family is better than being an orphan.

Be careful and professional about giving with people who know business and behave that way. Dr. Jim Baird stated it is very important to find out the interest of the donor and integrate. Dr. Bob Altenkirch stated he said that earlier. Dr. Bob Altenkirch repeated –identify suspect, interest and what given before and manage gift properly. Big donors demand return. Dr. Jim Baird stated that many times when someone is on campus and people don't know who they are—be careful—be professional. Wears out public when don't know what to do. Professional selves with respect to community.

Dr. Richard Miller asked if rebranding and advertising ourselves is this part of process and not just in the local community but throughout the State? Dr. Bob Altenkirch stated that is one reason we need the communication group campus-wide in Advancement. What we have now is someone in admissions and someone in research—very narrow focus—bring people together—someone still has to do admissions but we need to have the personnel organized so it is a big enough group to have a plan and know what the efforts will be. It is radio, billboards, if we can afford it, TV and brochures. Get people in who know. Dr. Bhavani Sitaraman stated Calhoun has a good ad on TV and they market themselves well. Dr. Bob Altenkirch stated it will take time—branding is something we need to take a look at. Think this will emerge out of strategic planning—in past used consulting firms to do work with you—expertise rubs off and things improve. Be careful about planning might end up where don't want to be. Dr. Bob Altenkirch quoted "the future ain't what it used to be. "

❖ **Provost—Dr. Vistasp Karbhari** announced that there will be two programs on the Board agenda for final approval, the Master of Science in Earth System Science and the Master of Science in Integrated Science, Technology, Engineering and Mathematics. The Earth System Science will start in fall—and the Science Technology, Engineering and Mathematics will start in summer since it is for teachers in high school and middle school. The Student center Phase 3 will be up for approval, this is the design phase—next phase will be up in June and that is the construction phase, Phase 4. The new student center will be on Holmes—between Holmes and the Library—as part of the greenway—on the Shelby side of Holmes—presented to students for funding. Question: What happens to the Pre-School—not clear yet. The Student Center will be run by students. Based on what students decided—they have been involved.

CIO search start 2 weeks –some of you said yes to serving on the Committee—thank you—will send the Senate a list of members when all have said yes—input came from the Deans—search will be completed to have a CIO in late summer. We will have the CIO in place by Fall. Dr. Shankar Mahalingam and Dr. John McGowan will co-chair the search.

Phase 1 of the I.T. upgrades is almost complete. They are doing final checks on that and we hope to send a message to faculty soon to say it is complete so you can see the improvement. Phase 2 will be done in February and finish all 3 by the end of summer. We made modifications to the website—the design was worked out with the deans –discussed where each button should be and how many-but hoped by doing that not as much spaghetti as was on the old one –come back to departments in a few weeks to do theirs –individual faculty will not be constrained on their pages. Dr. Richard Miller asked who to contact with issues with websites and the central contact--Dr. Vistasp Karbhari responded that the contacts are Jim Fisher or Pam Tejes. If don't reach them to contact Dr. Vistasp Karbhari and he will get it resolved.

We are up 0.5 % on enrollment and 1.6% on credit hours for spring. Ingrid Hayes is working to find out what to do for fall. If you have ideas what might work let me (Vistasp Karbhari) know or let Ingrid Hayes know –she will come talk to the Senate if you would like and share her plans for fall. Started just before summer on short term marketing plan so we had documents and we looked better and we are improving.

Academic Affairs continues to sponsor Webinars—we hope they are useful to you and your colleagues –if you have other ideas please send them to me. HR is looking into vendors for online topics for training such as sexual harassment and how we can do that on line. The Training will be there and will all have to go through it and complete it.

Based on the Senate and student response there will be a single Graduation Ceremony on May 5 at the VBC and a reception there for the Colleges. Final arrangements will be made in a few weeks. It would be wonderful on campus but we are lacking facilities. We are looking at a list of speakers –as you think of speakers send them to me or to Brent Wren –keep in mind we do

not pay for speakers—fees can be greater than the cost of the ceremony. We will cover the cost for faculty to park at the VBC.

Question: Could you clarify the message on the website about TB. There was only a potential case at this time. We are working with the Health care professionals here and at the State level and confirmation takes awhile and just putting out an alert now. No threats we can think of but will let you know. Once there is confirmation we will talk to the larger group and take the next steps.

- ❖ **Tim Newman: Item 5 on the agenda.** Met with the President, Provost and Dr. Richard Miller on the chair eligibility bill situation. We tried to seek mutual understanding and common ground. We found some. Hopefully shortly we will be able to look at a revised bill.

President elect and I met with the Nursing faculty. There are a lot of Nursing faculty here. One thing I took away, when you teach in a different bldg, you run into technology issues. Want to look at how we can resolve these issues. Nursing is really growing, so it will be important to address these issues.

Provost mentioned TB case. This demonstrates that media has an interest in disease issues on campuses and concerns we have expressed about policies like BETA and Communicable Diseases are meritorious and hope we will see better BETA and Comm. Disease policies. We know we give up some aspect of private lives, but none of us want private lives to become public fodder; we need better protections in these policies.

Any other reports? Asked officers - no

- ❖ **Committees** - see minutes for reports. Have anything to add?

Undergraduate Scholastic Affairs –Deborah Heikes: Eric Seemann and Kristen Herrin going to talk at 3:00 today to Janet Waller.

Finance and Resources - Wai Mok, Chair would like to ask Committee to meet afterwards.

Personnel – Ramon Cerro, we have two extra meetings before the meeting in February and hope to finish Chapter 7 by then.

Undergraduate Curriculum Committee--Kristen Herrin, we are finished with our Handbook portion.

Faculty and Student Development Committee - no report

Governance and Operations – Paul Componation, working on Chapter Two. Working on elections.

University committees – see handouts

Ongoing Senate - two vacancies have come up = Sam Thomas – resigned from the University and John Mecikalski resigned from the Senate. I have appointed their replacements by Departments to Committees they were on. Philip Bitzer to Gov & Ops– any objections? Dr. Richard Miller - he was student and I feel old. All voted aye.

Molly Johnson to Finance and Resources – unanimously approved.

- ❖ **Senate Bill 363 -- Differential Tuition and Analysis**. Reopen floor on second reading.
No discussion
All in favor -- all but one. One nay. Eric Fong.
- ❖ **Acceptance of Executive Committee Meeting Minutes** – I missed those...any objections to go back?
Ok. Ina Warboys moved to accept, David Neff seconded. All in favor - all voted aye.
- ❖ **Senate Bill 356 – Faculty Education Support** = was approved at last meeting on second reading by majority. Is there a motion to approve on third reading - Heikes moved, Gilchrist seconded. Discussion – Eric Fong – we can tell families, you can go here for free. How many of you want to walk in a classroom and look students in the eye? We have raised tuition for years, how many of you are willing to do that? Tell them we voted at the first chance. Other point I want to make is one of the reasons given was that faculty members thought it was strange they would pay more for their children to come to UAH than Calhoun. Go to your students to tell them... that gives you pause to sending kids here. Even though it might raise morale for faculty, other people – namely students, will think totally different when they hear it.

Jennifer English- I further build on those comments by saying I don't think we should ethically give anyone free tuition without stipulations on performance. Any other company they have to perform to get tuition paid. I don't think because they are a child of an employee that there shouldn't be stipulations on performance. They should be expected to make a "C" or "B" or whatever minimum we set.

Tim Newman--Is there a supporter of the bill for equal discussion? Ramon Cerro – I come from a private institution where tuition was free for faculty and staff. It was one of the biggest selling points for staff more so than faculty. It was a big plus. I can say because my children are all grown up. So Jennifer, should we ask them to return money if they don't get a degree?

Jennifer English – yes.

Eric Seemann – in the army they take scholarships away very quickly. I address this with my students who don't try to work or cheat. I tell them I could make a lot of money outside of here. What I'm paid in Liberal Arts won't cut it for a wife and two kids. I could triple my salary outside of here, I'm here because I love it and I'm committed. I want my students to realize that I could be elsewhere. They shouldn't be mad.

This bill doesn't cover staff...just faculty...

Ina Warboys -- the reason it doesn't cover staff is that as a Faculty Senate we don't cover staff and we informed the Staff Senate of what we are doing and they are going to issue their similar bill.

Charles Hickman -- I am hesitant when asking the Administration to spend money. We need to suggest where the money comes from. How is it going to be paid for?

Paul Compton -- I understand the logic, but I have to agree with the revenue thing. Students coming in consistently trying to balance out cost can't make ends meet. We have lost more students because of finances instead of grades. Seems like a small issue, but it is another thing we're doing where we need to cover cost. It makes it more expensive for students in the long run.

Richard Miller -- I'm neither in support of nor against this. You (Eric Fong) make a strong argument. The people who contacted me to write this bill said motivation wasn't free tuition for kids. Motivation was that we have lost enrollment and we're not growing. If we can send our kids here, they can bring in their friends. Probably not the most effective way to deal with enrollment issues.

Ramazan Aygun -- it is a benefit for faculty -- there are companies that offer benefits, offer percent off cars for example. This is an in-kind benefit.

Eric Fong -- I agree this is a benefit. I don't think this is the time for faculty to go make these kinds of requests. They are questioning higher education going up faster than inflation, the community is starting to turn against us. If we think more broadly, they aren't necessarily going to continue to support us. If we turn around and say we want free tuition for our kids, not what we want to tell the community when their tuition is going up double digit percentages. We never put a bill together saying we opposed that. But the first chance we get to reduce our own costs, we'll go for that. You do what you need to do, but keep that in mind that we have never stood up for the students.

Laurel Bollinger -- our society has decided to shift education to family responsibility rather than a societal one. I'm in favor of it being a societal issue. If we're in the situation, these are incredible expenses, we make sacrifices to teach, I don't think it's unethical to vote for it. It is not fair to cost our children their opportunity (because we don't make much).

Eric Seemann -- rising cost of tuition and tuition for faculty and staff are two separate issues. Where is the money going from the State and from tuition. Our kids may go elsewhere and we can afford it, who this is going to benefit is the guy outside cutting grass. That's taking care of our own...where is the money going. Why jack up tuition if we're being allocated so much?

Ina Warboys -- it's also a means of attracting and retaining enrollment but is it is attracting and retaining faculty.

Ramon Cerro -- this is a money saving issue for the University. Not that many people will use it. The fact that you're able to say to faculty or staff this is a benefit -- it's money saving.

David Stewart – this needs to be clear that this has nothing to do with staff or grass cutters. I would support that. I don't support this one.

Roy Magnuson– this is off topic – it's traditional for academic institutions to do this kind of thing. Ivy leagues had reciprocal with other ivy leagues. Will pay anywhere the kids get into. It is attractive and portrays a value of education. We think it's important. When I came here when I saw half tuition as a benefit, my impression was that it was chintzy. As these things went, it was chintzy. At that time, tuition was so low anyways, it wasn't even a big deal. But with increasing tuition, it's becoming a bigger deal. I also didn't understand why it wasn't a UA System thing. Why can't we send our kids anywhere in the System?

Tim Newman - Two minutes left. Can't have motion to extend because there's a class.

David Stewart – I would support a reciprocal agreement with the System, but not this one

Charles Hickman – where the money goes – the University budget is on the UAH website. Ray Pinner talked to the Finance Committee. I worked in state government. They were open about what was happening. I'm not aware of any big pots of money sitting around. University Administration is good stewards of tax payers money.

Richard Miller – I see two issues..we need to be aware of what the options are of the situation. Need to be more mindful of that independent of the substance of these bills.

Kathy Hawk – first of all by us passing this bill, doesn't mean it goes into effect. Second, we as a body need to prioritize. I have a 15 year old who could use it, but there are higher priorities that we need to spend money on and we are undermining our clout. I don't know if it makes a difference.

❖ Tim Newman -- we've met for 90 minutes. The Senate stands adjourned. 2:15.