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**FACULTY SENATE MEETING**  
**January 16, 2020**  
**12:50 P.M. LIB 111**

***Present: Tobias Mendelson, Sophia Marinova, Kevin Bao, Dilcu Barnes, Candice Lanius, Joey Taylor, Rolf Goebel, Andrei Gandila, Jeff Neuschatz, Christina Steidl, Mike Banish, Abdullahi Salman, Seong-Moo Yoo, Kader Frendi, Christina Carmen, Ron Bolen, Elizabeth Barnby, Sheila Gentry, Darlene Showalter, Lori Lioce, Katherine Morrison, Melissa Foster, Eric Mendenhall, Jeff Weimer, Harry Delugach, Tim Newman, Shangbing Ai, Seyed Sadeghi, Gang Li, Paul Whitehead, Sarah Roller, Ron Schwertfeger, Laird Burns, Carmen, Scholz, Maria Steele, Carolyn Sanders***

***Absent with Proxy: Jose Betancourt, Sherri Messimer, Gabe Xu,***

***Absent without Proxy: David Allen, Amy Guerin, Jeremy Fischer, Shuang Zhao, Fat Ho, Earl Wells, Leiqui Hu, Huaming Zhang, Monica Dillihunt***

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

***Guest: President Darren Dawson, President Pro Tempore Ron Gray***

- **Faculty Senate President Laird Burns called the meeting to order at 12:52 pm.**
- **Meeting Review:**
  - **Bill 438 passed second reading unanimously.**
- **Mike Banish motions to suspend order of meeting to allow Ron Gray to go first. Ayes carry.**
- **Ron Gray**
  - We have done this five or six years in a row. Britt and I have met with you all. The purpose is to hear from us. I enjoy doing this. I have never done this with UA and UAB. The board shares responsibilities. In previous years, we have not had an abundance of questions. I am here to hear from you. I want to read to you the mission, values, and principles. I also serve on the UAB Health System Board. There will be an announcement soon that will be positive for North Alabama. Our enrollment across the campuses is over 70K. Staff is approaching 50K. Patients we tend too is 250K. We awarded 16K degrees last year. Our system includes the fourth largest medical building. Over the last five years, the board has made an effort to make an influence at the state and federal levels. We made the decision and launched a pretty impressive plan that has been successful. UAH's state funding has gone up \$49M to \$53M. UA and Auburn have traditionally dominated the funding. We have worked aggressively. The 2020 DOD funding bill includes an extra \$13M pointed directly to this institution.
    - Mike – What could you really do as faculty to give the board more information?
    - Ron – The major objective for this faculty is to partner with the administration, leadership, and President. Our responsibility is to hire Chancellor's and President's. I view meetings like this communitive. Our job as a board is to work with the President. This campus is the smallest of the three. This group should know that

the board is going to place great emphasis on this institution going forward. We would be foolish to not make UAH a priority. From a board standpoint, this campus will need projects funded. The financial posture of this campus is not as strong of some larger. The board is going to work with President Dawson to meet financial needs to help it grow.

- Carmen – You alluded to the support from the board to the faculty. That is appreciated. There were initiatives start under the previous Chancellor. These initiatives were to bring tenure earning faculty together, bus tours. There was discussion on sharing library resources. I know you can't speak for the Chancellor, but is this still an importance to him.
- Ron – Absolutely. If it isn't happening, we need to know.
- Ron – There will be two announcements. There are two successful dominate health systems – Huntsville and UAB. UAB has an insurance platform to provide Medicare support. We have been working this item over two years ago.
- Tim – The Governor's had a big push for workforce development. Has our system position changed?
- Ron – We recognize that the Alabama System has to lead this state. I will take an action to get back with you. I can't think of anything specific right now. The main thing would be enrollment growth.
- Kader – As Huntsville grows, is the board preparing to invest more into the UAH campus?
- Ron – Yes. There is benefit. The BOT is responsible for the funding executed by our system. As we worked through this funding cycle, you may have seen that Auburn received less funding. Their BOT expressed that publicly. That was because we worked with the legislature. They chose to battle with the legislature and lost. They put a number in for UA and we allocated it differently and made sure that all three campuses were represented. We tried to make sure funding was allocated. UAH gets equal emphasis as we work state or federal. We will give President Dawson permission to be more aggressive.
- Provost – What do you hear about outcomes based funding?
- Ron – It will benefit at campus like this. I think there will be money applied to that. I don't think it will be a large number. I think the implementation of that will be problematic.
- Jeff – You raised the education and medical aspects of the mission statement. Can you explain that more?
- Ron – You should know who you are associated with. Almost no one realizes that this board has responsibility for the UAB medical board. We are the only completely viable health enterprise in this state. UAB's health budget is over \$3B. It is an important part. It doesn't just affect the medical students. It is important to me that you all realize that we are completely responsible for the UAB health system.
- Harry – It seems the campuses compete in academic affairs. We are the small step child compared to others. Most others in the state don't know about us. How does the board balance fairness between the three campuses since we are perceived as being so much smaller?
- Ron – The benefits of the system are broader than the system staff. To me, it is broader at the state and federal level. Most importantly this presence would be diminished if it weren't for the board. We have a process with ACHE. We go through a vigorous process of program reviews at the system office. Frequently we

approve programs very similar. When UAH gets funding its Darren's to execute. He is going to have a budget to execute. He will have more authority than his peers to execute. In regard to programs, it isn't a competition. There could be a scenario where there was a program that we suggested not to do but I can't think of one.

- Joey – I am curious if there is an emphasis on funding that it be increased compared to other campuses.
- Ron – Yes. There are creative ways. The Chancellor and I were talking if there were other ways. We can take advantage of the entire system of the whole system rather than just Darren borrowing money.
- Joey – Will we be proactive to be ahead of the population growth?
- Ron – We had major issues with the community in 2011. You all were very supportive to the board and Chancellor. We formed the committee to communicate among the board and the community.
- Ron B. – I am in a doctorate program at UA and having access to their library is much better than ours here.
- Laird – We are working with the other campuses. The subscriptions work in every way to keep you from sharing. Mike is our representative to the three campuses to push that.
- Lori – We can get shared resources with joint programs.
- Provost – That is it and it is built into every contract that we can't share.
- Ron - It is a great lead for me to share on. We have helped to obtain funding for Redstone Research Retention Program.
- Ron B. – I am finishing my doctorate at UA. There are different programs at UA and UAB. I can receive credits for 6 credit hours here. Can that be shared since we are under the same system?
- Ron – That is a great comment.
- Gang – When we share resources among campuses will we have access to the students as well?
- Laird – If you write that to me, I can present it.

➤ **Approve FS Minutes #603 from December 12, 2019. Kader Frendi moves. Mike Banish seconds. Ayes carry.**

➤ **Accept FSEC Report from January 9, 2020. Mike Banish moves. Seyed Sadeghi seconds. Ayes carry.**

➤ **Administrative Reports**

○ President Dawson

- The Morton renovation is on schedule. Shelby Center basement is on target. We have some issues that we are working through but will stay on schedule. We will be going for an updated board approval in February. We pushed out the Spragins date to March 2020.
  - Laird – We are nudging the President to get campus planning going.
  - Mike – You have received an email stating that we have had campus visits. We have faculty sessions. I am very disappointed with the participation from this body and the rest of the faculty. At the 2 pm session, I haven't seen a faculty member there.
  - Member – Can we send out a poll? A lot of the nursing faculty are at the hospital.
  - Mike – I can't believe that every nursing faculty is at the hospital. Then you are right, it is unfair that you can't have any input in these situations

- Rolf – I share your concerns. Many of us half participate in these interviews. We have asked well-reasoned questions and only get stereotypical answers. Then whoever is hired by administration. We feel those interviews are ceremonial procedure. Mike, I don't object to what you said. We have a cultural problem with co-governance. I am glad that the President and Provost previously announced that you are aware of this. What you are addressing, Mike, is what we feel is a fundamental problem.
  - Mike – I am not going to disagree. We have a new President. We should put on our Sunday best at minimum and see what happens.
  - President – Let us have time to think about the nursing issue. This is the first I have heard of this.
- Provost Christine Curtis
    - There are several Dean Reviews ongoing.
    - I would like to talk about strategic planning. When Dr. Dawson came he spoke with each college and mentioned it would be ground up. I was tasked to come up with a starting point for all colleges and units. Thinking through our goals, I thought through teaching, research, and service. I felt that wasn't good enough. I looked into others and saw the same. I came up with different topics/goals. It is a task now to each college to use my words or develop your own. You have latitude to develop your own. The fourth goal is the college goal. I imagine some will be similar and some will be different. The format is the college vision, mission, values, and value proposition. That will be done under our current vision, mission, value, and value proposition. There will be a committee that will start May/June to develop a university vision. You will be tasked to come up with yours. The goals will each have objectives – each college can present three objectives. There will be two required for education. One is outcome based on the outcome based metric. The second required objective will be online learning. Flexibility of scheduling is imperative to our students. How will your college do this? Under research there is one. There is another required objective under goal three – how do we develop relationships with our community. How to bring in students that aren't common to our institution. The schedule is listed here. This semester is for the colleges to develop your plan and submit by May 15<sup>th</sup>. The university committee will start June 1st and work until fall. The university committee will have developed metrics and you can respond at that time. The colleges in January will be looking at their strategic plan. We will then finalize the strategic plan for final review. There will be updates to this plan. It will be updated every two years. We may have to address issues within that timeframe. The plans have been sent out. I know that nursing and engineering have started working.
      - Kader – This is a seven year plan starting next year.
      - Provost – We will submit January next year for April approval.
      - Member – Who is on the strategic planning committee?
      - Provost – They haven't been named.
      - Jeff – I appreciate the summary from the FSEC and seeing it again. I realize now that this is coming through the college level. Is this summary posted with plans on the website?
      - Provost – The documents sent to colleges and units will be posted.
      - Jeff – Will this information be posted as well?

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- Provost – Absolutely.

➤ **Officer/Committee Reports**

- Laird Burns, President
  - January meeting with Provost Curtis, and President-Elect Newman (President Dawson out of town)
  - Subsequent meeting with Provost and VPRED on Chapter 5 – later discussions
  - Chapter 5 – language agreement, to FSEC and FS, too late to make January meeting
  - Ch 9 update
  - Strategic plan update
  - Workforce development metrics for state funding
- Committee and other submissions for FSEC and FS – suggest Friday noon or Monday 10 am deadline so we have time to consider and process
- Bylaws review – just received, February meeting
- Proposal from Faculty and Student Development Committee and Candace Lanus on UAH counseling website – introduce during committee report, consider for February meeting
- Committee votes – must be in person per Robert’s Rules, remove voting not per Bylaws
- FS elections?
- January meeting – Chancellor St. John, Ron Gray, Britt Sexton
- Links on Faculty Handbook webpage do not work
- Campus planning committee – meeting on Roberts Hall? Greenway?
- Budget committee – Todd Barre, February?
- Benefits – FAQ’s – do we want February Q&A?
- PTAC/URB members – are Research Center Directors in an administrative position?
- Academic Misconduct
  - Interim policy extension – removed student agreement
  - In SGAs hands
  - Response from Deans – agree with all except Academic Misconduct Monitor
- Add Research Council reports to University reports on FSEC/FS Agenda
- BETA (Behavioral Evaluation and Treat Assessment) team – activities and understanding
- Add Research Council to University Committees
- \$5 million shortfall on I<sup>2</sup>C – source of funds? – budget committee?
- Open issues
  - ISR data on faculty positions and rank – need to analyze for Faculty Senate representation, trends over time for tenure/clinical/lecturers/instructors, diversity
  - Staff Senate – joint resolutions conversations
  - Reclassification of senior lecturer to clinical positions without posting the position not allowed per Faculty Handbook, violation of shared governance
  - COS – imposed metrics schemes without faculty collaboration and voting, not ties to FAR, biased toward some and against others
  - Activating University committees – in progress, need to continue
  - Continue to improve communication between Faculty Senate and Administration
- Tim Newman, President-Elect
  - This is our annual meeting. The first meeting of spring semester is our annual meeting. You may be aware that a salary review has been underway. You may notice we met SUG 50<sup>th</sup> percentile at one time. UA is tracking along with the 75<sup>th</sup> percentile. I have been arguing for faculty equity. I hope each college will discuss this. The UA started their strategic plan and their process included increasing tenure

and tenured earning faculty. UA looked to increased faculty and the salary. I think this is an opportunity for us to make a stand for faculty equity.

- Mike Banish, Past President
  - No report.
- Mike Banish, Personnel Committee Chair
  - We will start working on Chapter 6.
- Carmen Scholz, Ombudsperson
  - No report.
- Lori Lioce, Governance and Operations Committee Chair
  - We may need a special meeting to vote on bylaws.
- Paul Whitehead, Undergraduate Curriculum Committee Chair
  - We are meeting to have our in person vote after this meeting.
- Jeff Weimer, Finance and Resources Committee Chair
  - The portal for the final proposals for RCEU is open and will close Tuesday. The committee will meet shortly after that to start reviews
- Seyed Sadeghi, Faculty and Student Development Committee Chair
  - No report.

➤ **University Committee Reports**

- ADA – Haven't met.
- Budget and Planning – We should meet in February.
- Campus Planning - Next month.
- Faculty Appeals –
- Financial Aid – No meeting.
- Honorary Degrees and – Met last month.
- Library – No meeting.
  - Ron – We have met in November and plan to meet next month.
- Student Advisory – Has met.
- Student Affairs – No
- Student Conduct – No
- Student Traffic – Sherri, we have seen appeals.
- Faculty 180 – No
- Diversity – No report.
- Commencement – Met this week.

➤ **Bill 438**

- Tim – That isn't the correct version. Get rid of square brackets and you have the correct version.
- Mike – Motions to consider. Kader seconds.
- Tim – Could I ask Jeff to introduce this?
- Jeff – I brought this forward because I was doing this on canvas in my classes. Canvas is the official LMS for the institution. I have started a habit that I require students to acknowledge addendums. It is within that framework that as they look at information they realize they can't use the information and use it however they want. They can use it under copyright laws. Under this framework, I would like to see this practice instituted at a university level. This would require them to acknowledge the use copyright laws.
- Sophia – Do you mean each individual instructor?
- Jeff – This is for the student every semester.
- Sophia – Who would manage this?
- Jeff – the University.

- Harry – My understanding is educational purposes is fair use. Students will share notes.
  - Jeff – The appreciation of fair use is the students understand they have your permission to do that. Fair use is that they ask permission to do that. Fair use is they can only use one electronic copy for their sole use. This is a subtly if you should be dragged into court you have to show you were made aware.
  - Tim – I want to speak in favor to this. I think this is fantastic from a university standpoint. I think if the university has something like this, the university should have a legal safe harbor.
  - Rolf – I am sympathetic to this use. The fair use clause is complicated. Could we simplify it by saying whatever is posted on canvas can't be shared outside the course with instructor's permission?
  - Jeff – The fair use statement is ambiguous. I directly reference where you can find the direct information.
  - Rolf – What if I need three copies?
  - Jeff – Each student may have their own copies.
  - Jeff moves for five minutes. Mike seconds. Ayes carry.
  - Laird – My question is how well will the mechanism work?
  - Lori – Has this gone to legal?
  - Jeff – I welcome that UAH's legal team is encouraged to put this in the proper framework.
  - Laird – If it is passed, the legal team has to look it over. All in favor. Ayes carry. Passes unanimously.
- Meeting adjourned 2:23.