
FACULTY SENATE MEETING

October 22, 2020

12:50 P.M.

Chan Auditorium

Present: Tobias Mendelson, Dilcu Barnes, Jose Betancourt, Candice Lanius, Joey Taylor, Kwaku Gyasi, Andrei Gandila, Kristin Weger, Christina Steidl, Mike Banish, Abdul Salman, Emil Jovanov, Bryan Messmer, George Nelson, Kader Frendi, Susan Alexander, Elizabeth Barnby, Azita Amiri, Donna Guerra, Amy Hunter, Mark Reynolds, Leiqui Hu, Jerome Baudry, Jeff Weimer, Harry Delugach, Seyed Sadeghi, Andrea Word, Sarah Roller, Ron Schwertfeger, Tim Newman, Carmen Scholz, Carolyn Sanders, Laird Burns, Darlene Showalter

Absent with Proxy: Kevin Bao, Amy Hunter, Melissa Foster, Huaming Zhang

Absent without Proxy: Sophia Marinova, David Allen, Jeremy Fischer, Fat Ho, John Mecikalski, Gang Li

Zoom Remote Participants: Ex-Officio: Provost Christine Curtis, Guest: President Darren Dawson, Laterrica Shelton, Christina Carmen, Huaming Zhang, Amy Hunter

- **Faculty Senate President Tim Newman called the meeting to order at 12:49 pm.**
- **Meeting Review:**
 - **Bill 439 passed second and third reading.**
 - **Bill 453 passed first reading.**
 - **Title IX with Proviso was accepted.**
- **Tim Newman, President**
 - I am issuing a presiding officer ruling. The decision is that items that were being debated while we adjourned will occur after calling to order and adoption of meetings. Seeing no objection, that will be the order.
- **Motion to approve FS Minutes. Kader Frendi approves. Carmen Scholz seconds.**
 - Ron – There are three corrections. On page one on the bottom, change Huntsville system to Huntsville City. Second one, ACT scores not be percentages. Thirdly, page six, Kwaku name is misspelled.
 - Tim – Any objection to changes. Minutes are amended as Ron mentioned.
 - Provost – It should be 27.6, not 26.7.
 - Tim – Any objection to this change? No objection. All in favor of amended minutes. Ayes carry.
 - **Accept Special FSEC Report. Carmen Scholz motions. Kwaku Gyasi seconds. Ayes carry.**
- **Tim - There were two statements produced by Undergraduate Scholastic Committee and FSEC. Kader Frendi moves. Mike Banish seconds. I want to commend the committees for their hard work on this. All in favor. Ayes carry.**
- **Accept FSEC Report October 15th. Kader Frendi moves. Azita Amiri seconds. Ayes carry.**
- **Second reading Senate Bill 439. There is no motion necessary. Do you wish to do second reading or prefer to pass over and allow administration to report?**
 - Mike – I motion that we finish this bill.
 - Tim – Any other discussion?

- Joey – The number of faculty senate representation, it says each seven full time faculty. That includes tenured, tenure-earning, research or clinical faculty. The lecturers are contract faculty. They are easily hired and easily fired. I am not sure how that makes them different in how they are counted. Secondly, we would like to protest the hiring practices of the administration. They replace tenure lines with non-tenured faculty. We have lost five tenured faculty and they haven't been replaced, and I don't expect them too. In my department we have 12 lecturers. Our lecturers teach about 50 courses a semester. According to documents, we are a department of eight. Therefore, we only have one faculty senate representative.
- Harry – I wanted to agree with the idea that the faculty senate is only tenured and tenure earning faculty. In my own department, while we have excellent teachers, if you ask our graduate students who their favorites are they say lecturers.
- Mike – I want to give more history. We actually tried to settle this several years ago with provisions that were soundly rejected by the administration. We had lecturers, senior lecturers, and one other title. We had placed a provision that a senior lecturer had a guaranteed three year appointment and one other five year appointment that was rejected. Administration has chosen to leave lecturers at one year. If we started to move on a path to accept lecturers to have a long term commitment, then I would fully agree. With everyone being one year due to enrollment excuses, at that point I can't support you.
- Joey – We only review lecturers every two years on three year appointments. What is the difference in their contract and everyone in this room?
- Mike – It is expected at the end that you will make tenure. It seems there is no expectation with lecturers. I think we need to come to an agreement first. Yes, lecturers are going to be a permanent part of this institution.
- Joey – How are they different from research faculty?
- Mike – Research faculty was supposed to be at a tenure level. I am happy to look at this as we go through these chapters. I am more than happy to do that.
- Jeff – One of the things that I have always seen is the critical balance that it strikes between the lack of representation for part time faculty and the gift of the administration to make it all part time faculty. How we would strike that balance is providing for the representation for these faculty and it not be abused? This is a critical thought. The other side is my sense is what the faculty senate body should be. I would hope that we wouldn't open the door to part time faculty.
- Joey – I am not talking about part time. I am trying to understand why lecturers are excluded from this body.
- Jeff – I think we know the need is there. My concern is just how we address it. I am balancing the concern of a department being a collection of full time lecturers.
- Joey – I am just talking about recognizing the lecturers as full time faculty. I am talking about who is here and who can have a voice.
- Carmen – Joey, I completely understand what you are talking about. You put it perfectly when UAH universe was created, we were built on faculty. Tenure is a gift and not present in any other profession. As a senate, we have to protect the gift of tenure. There are too many schools in this country where tenure was taken away. If we make them a part of the senate, the lecturers will be asked to make decisions on issues they will never have the luxury of enjoying. That is the discrepancy I am seeing. We are asking them to be a part of something they can't be a part of.
- Andrea – I may actually be the only person who climbed out of the black hole. I came on as part time and climbed to full time status. To Joey's point, from my experience of moving to

- lecturer to clinical faculty, there is no difference placed on me to my service to the institution. I am on a year to year contract. Having lived that life, I don't see any difference. I am serving on the faculty senate for the first time since I joined full time in 2004.
- Candice – I just wanted to echo and fully endorse Joey's comments. This is not a future problem, it is now. I was no longer allowed to be a senate member because we are primarily a lecturer department. I think lecturers should be included in the count.
 - Tim – It is my recollection that no unit could have majority of its membership be lecturers. I will express my disappointment that in the English department, that appears to be the status.
 - Mike – I will say that the model that we have talked about is many institutions have a lecturer/research staff have a separate body. That was also approached but was shot down. There is the approach of having a third body.
 - Joey – The point too that I made is specifically speaking to Carmen and Kader. We need to be tenured earning. We need to replace tenure earning with tenure earning. You are protesting that by silencing lecturers. A lot of lecturers leave us and take tenure earning positions elsewhere. These are people that unfortunately don't have job opportunities available. They shouldn't be punished for being hired as lecturer. Creating another body would dilute the power of this body. We need to be all together on this and support one another. The clinical and tenure earning need the support from us. I would like to be able to hear them speak in here about their situations. A lot too is just about representation in here. The majority of our department is lecturer.
 - Christina Steidl – I agree with Joey. One place speaks to who is eligible to serve and the other is about how many senators a body gets. We need to consider how many seats a department gets to include these faculty.
 - Christina Carmen - I am from MAE Department. Just as Joey said, I see both sides. I think it is very important to protect tenure and tenure earning. I don't think we should do it on a premise of suppressing those who have power. I think the real issue is to protect tenure and tenure earning faculty.
 - Kader – The problem that I have is if we have lecturers here and they don't speak up.
 - George – They are still afforded the opportunity to be here. You are completely writing off lecturers even if they do not participate.
 - Mike – What we are discussing now was not part of the original bill. I do like that we agreed that we would not have more than 50% of lecturers in a department. Personnel is going to take up Chapter 7 with robustness to look into this issue.
 - Jerome – Who do we represent as a faculty senate body?
 - Carolyn – That is an important point. I am in a department with seven tenure track faculty, lecturers, and several part time. My role is to represent all those populations, not just tenure and tenure track. Joey made an important point. Do we do this adequately as we are? It is important that all faculty know we are representing their needs.
 - Harry – I think any scheme against lecturer is unfair. I think if we include all lecturer that makes us more powerful.
 - Andrea – One last thought, I understand we may separate these discussions. The life of a lecturer is complex at this institution. I was responsible for leading the revision of Gen ED for the institution with other lecturers. They will be different across different departments.
 - George – I wanted to add that getting additional perspective from less established positions would be crucial. As far as faculty representation, if you have one senator who is supposed to cover eight faculty and 20 lecturers, that makes their job more difficult.

- Tim – Should Bill 439 be adopted? Ayes carry. Senate Bill 439 is passed on second and third reading.

➤ **Administrative Reports**

- President Dawson:
 - In the report I have a number of facility projects. I won't go over those in detail. Many of those are still on target to move forward to completion.
 - Update on recent police incident – I think you have read the statements made about this incident. I have met with the mother, father, and the son here on campus. I apologized again. We continue to look for ways to improve our service to the community. We will develop an action plan for accountability and improve training. We did implement corrective action. Tim and I had an exchange about putting together a committee to look at the police force from a faculty/staff approach.
 - We are proceeding with a pilot program that we are taking to the BOT to offer in state tuition to Tennessee residence. We offer in state tuition to bordering counties, but we want to see if we can broaden our enrollment.
- Provost Curtis:
 - I want to let you know that we are finishing the interviews for College of Science Dean search this week. We will collect input and hear from the committee. We hope to offer the position to one of the two.
 - Dean Clanton was reappointed to College of Professional and Continuing Studies.
 - We met twice with the commencement committee. The committee recommended after receiving the survey back that we have commencement at the VBC. We are looking at having two ceremonies each day. Family groups will sit together. Faculty may come to these ceremonies but will need to get a ticket. The only reason that wouldn't occur would be if more graduates attend with family.
 - We will talk January 13th and no spring break. Commencement will be as normal.
 - We appreciate the scholastic affairs and FSEC on the work of the ACT Test Optional Pilot. We appreciate their input. We have submitted our request to the system office. It will be an administrative item. A press release will go out shortly. We will have normal admissions, 2.9 GPA and 20 ACT. The input was that the President decided to have a lower GPA of 2.7 since it is a pilot. There is some flexibility. Some students can bump their grade points. We may can let some in as they start working harder in their senior year.
 - The Faculty 180 Governance report. I asked Derrick Smith, the co-chair, with Suzanne Simpson to write a report for you. There have been changes that were forced upon us. When we purchased Faculty 180, we had the recommendation to use Faculty 180 group. This past year we used the evaluation software for Faculty 180, it worked. We had a plan of implantation for that software. Now the company is saying they won't support the software. We already purchased the RPT Software. There are a few faculty that asked to use this software. The governance committee has been studying this situation. They are recommending that all reappointments follow the RPT Software. They think it is intuitive. They will provide training for those going through reappointment and those who are reviewing the reappointment. Included in the administrative brief, I have included the entire report from Derrick and Suzanne. I am sure that Derrick will be happy to answer any questions.
 - Pass/Withdrawal – Many have asked if we had to do it. I promised that the prerequisite for grades would be honored, we are doing that. We are working to

figure out if there is an automatic way to do that. We are going to have to ask the colleges to assist in this prerequisite check. We are going to work together to ensure that students who are not ready to move on, will not. If anyone wants the FAQ's, I will send those to you.

- Before we made the final decision to go to pass/withdrawal, we need a survey. I have sent the surveys to Tim. This is a synopsis. Additional information will be sent to Tim and Carmen soon. I don't know if the full surveys have been shared with the senate. This will give you a snapshot of the results.
 - Tim – I have not shared that to everyone. If you want it, I will send it out.

➤ **Emergency Resolution**

- Laird – I would like to make a motion to introduce an emergency resolution in relation to sexual harassment. Jerome seconds.
- Laird – I want to highlight some things. I ask that you consider these issues. I have provided documents that this policy violates. The goal is to inform and better police implementation. Consideration of prior of UAH investigations, there are examples. There was a case of retaliation. A senate member went directly to administration after a ruling was overturned. The VP of Research alleged that faculty member conducted classified research in an unclassified room. When they came to search the office, there was no basis of this reasoning. There are several cases in this document. Figure I on page six, there are 426 potential violations.
- Tim – The motion at hand is for Senate Bill 453. Emergency bills doesn't avoid three reading rule. The motion is to approve on first reading. It requires a 2/3 vote. All in favor of approving first reading Senate Bill 453. Passed on first reading.

➤ **Officer/Committee Reports**

- Tim Newman, President
 - Three members have accepted to serve on the Task Force – Tim, Mike, and Kader
 - I want you to know that our first item of meeting was the police incident when we met with the Provost. I am happy with the way the President has responded to this.
 - I served on the Returning to Campus committee, more faculty presence is desired.
 - I am disappointed that the recommendations on the ACT Optional was not taken.
 - I submit to you that we have an issue with shared governance.
 - Carmen and I spoke about COVID related issues with administration. I share your frustration. Many faculty members have shared your concern about getting COVID, the frustration of setting up the class, the course preparation in Canvas takes longer, Canvas is tedious for grading. I have heard from you that your students are absence. You are dealing with cheating and students aren't studying. I have heard from you that our recording equipment doesn't work. I heard your unease of your students understanding the recording. I understand we have a shallow understanding of this mode of delivery. I am trying to make change my friend. I am struggling. This morning I pulled information from the Atlanta Reserve. UAH faculty is making 12% less than the peer. With a promotion, they are 5% behind. I did someone 10% behind their peer and no promotion, they are 25% behind their peer. We have an issue at UAH and shared governance. Our salaries are falling behind. You are not being paid at large. I want you to know that we as officers understand and empathize with you.

➤ **Title IX**

- Laterrica Shelton

- The new Title IX regulations that were released around May. The Department of Education gave us a very short timeline to implement these regulations. We had to implement by August 15th. These regs are more prescriptive than the regs we were operating under. The scope of enforcement – in terms of the new Title IX - spells out where it occurs. This is the part that we are working with campus Dean of Student. Three sets of procedures – because only certain conduct falls outside Title IX, but under sexual conduct, we can handle under Title IX. We decided three sets of procedures would be the best approach. These apply for faculty, staff, and students. We can't make many changes because they are straight forward in the regulation. We talked to a consultant and is an expert working with universities. There may be some updates. Every school is trying to figure out the best approach to this. There were changes to the definition of sexual harassment. There is no longer mandatory reporters. We do encourage you to report. We have listed responsible employees. A formal complaint isn't filed until the student goes through the process and reported.
 - Tim – Is there a motion to extend by five minutes? All in favor. Ayes carry.
 - Tim – I need a motion to express their thoughts on this? Carmen moves. Carolyn seconds. Ayes carry. Is there an amendment to introduce? Kader moves. Carolyn seconds. All in favor of amendment. Ayes carry. The new motion is to accept the Title IX with proviso. We want it to come back to the senate again. All in favor. Ayes carry.
 - There are some ballots for two positions. Please grab one for you and proxy. Please give those to Kader, Dilcu, and Ron. We will announce results remotely.
- Adjourned at 2:27.