
FACULTY SENATE MEETING

December 9, 2021

12:50 P.M.

Chan Auditorium

- ***Present: Tobias Mendelson, Anthony D’Costa, Sophia Marinova, Laird Burns, Angela Balla, Kwaku Gyasi, Andrei Gandila, Deborah Heikes, Kristin Weger, Christina Steidl, Mike Banish, Rui Ma, Maria Pour, Emil Jovanov, Fat Ho, Bryan Mesmer, Gang Wang, Chang-Kwon Kang, Susan Alexander, Elizabeth Barnby, Donna Guerra, Amy Hunter, Miranda Smith, Larry Carrey, Jerome Baudry, Jeff Weimer, Harry Delugach, Vineetha Menon, Sivaguru Ravindran, Themis Chronis, Gang Li, Andrea Word, Sarah Dyess, Michael Crow, Ron Schwertfeger, Carmen Scholz, Joey Taylor, Carolyn Sanders, Tim Newman***
- ***Absent with Proxy: Anna Aultman, Lori Lioce, Azita Amiri***
- ***Absent without Proxy: Jose Betancourt, Dilcu Barnes, Sarma Rani, Leiqui Hu***
- ***Guest: Interim President Karr, Dr. John Hakkila***
- ***Ex-Officio: Interim Provost Bob Lindquist***
- **Faculty Senate President Carmen Scholz called the meeting to order at 12:53 pm.**
- **Meeting Review:**
 - ***Bill 457 passes third reading.***
 - ***Bill 458 tabled until January.***
- **Approve FS Meeting Minutes. Motion to approve minutes. Tim Newman moves. Mike Banish seconds. All in favor. Ayes carry.**
- **Accept FSEC Report. Motion to accept report. Mike Banish moves. Tobias Mendelson seconds. All in favor. Ayes carry.**
- **Administrative Reports**
 - Interim President Karr
 - I really appreciate the opportunity to visit you. A great university is nothing more than the faculty, students, and alumni. This is a great vehicle to bring positive energy to the university. I have had the opportunity to meet several people but have many so more to meet. I would love the chance to see more facilities on campus. I am not one to sit in the office. I am delighted to be a part of what will happen here at UAH. There are things that we can work on. I am not completely satisfied with the buy in on the strategic plan. I will try

to salvage the efforts already put in. Long term we need faculty at this university. We have got to set the table and grow the faculty. I think additionally we need to hire strategically. I like to bring up ROI, Return on Investment. This is not just in means of dollars. We need to be strategic. We need facilities on campus. I think Executive Plaza holds potential for the university. It can be transformative for the university. We need to continue to recruit here at UAH. I went to a debrief on the Arsenal yesterday. The workforce demands for this community is astounding. We will have to balance additional students with workloads. We need to push the research. I come from a place where people are never satisfied, they want more. I think we can go out and grow our research areas. I have a short period of time to be with you today.

- Member – You will get a lot of buy in if you could help give faculty raises.
- Interim President – Absolutely. You need to do everything you can to keep productive people. That is something we need to take a look at.
- Carolyn – I want to say thank you for being here. In the two weeks you have been here, I think the energy has changed here. My suggestions is simple. Something that we have never had is a place for faculty from all colleges to gather socially. I think that would reap a huge ROI.
- Interim President- I think having a place where people enjoy working is very important. When you can get people together socially, I think it can defuse issues. I want you to enjoy your colleagues. You need to enjoy coming to work.
- Joey – When Trustee Gray introduced you as President, he described us as comprehensive. A decade ago, we were offered money for an arts center and was told that we don't do that here. If we talk about growing the student's population, there are matrix here that doesn't get advertised. We need to acknowledge we have that.
- Interim President – I spent the last thirty years at Tuscaloosa. I thought I knew Huntsville until about three weeks ago. My position is this, this community deserves and will command a comprehensive university. It needs to be UAH. We need a great business, nursing, education college.
- Member – Have you set yourself a quick wind for first 100 days?
- Interim President – I want to help reestablish relationships in the community. We need to work hard with our congressional group. I have some concerns about relationship across campus. I have not yet met a person here that isn't interested in UAH improving. We will be different in how we get to that point but we will get there. I see tremendous opportunity here. When I met with FSEC, they stated we may get upset about things. I am okay with passion.

- Beth – Thank you for attending our candlelight ceremony for the students that passed away over Thanksgiving. Will that continue? To see you being a part.
 - Interim President – It was a loss for the university but a much bigger loss for the parents. This is a people business. We need to respect one another and value opinions. We all need to work together on where we want to go. I want you to think about the university we are today and the university we can be. That will require us to move the correct way. As you see success come, it is an exciting ride. That is based on my previous experience at my university. I appreciate the work you do and the time you spend on the Faculty Senate. I look forward to working with you on common goals. Thank you for allowing me to come here. I hope to get around to each of you. It is a complicated job that we ask you to do.
- Interim Provost Lindquist
 - My report is late this time. There is little experience in the office in regard to graduation.
 - Two items are from the Graduate School from Dr. Hakkila.
 - I understand that important work that you do. Communication from the faculty to administration comes from this body. I am coming from a place that was a Liberal Arts and Science place. I am enjoying seeing different perspective and teaching methodology. Contact me if I can be of any help. I just passed my first two months. There are some things that aren't described procedurally. We have tried to plug pieces together and see what was missing. We are trying to work to fix them. In my last positions, I was involved in SACSCOC review. I was surprising to discover that we don't have procedures for dismissing graduate students. Whether you want to dismiss them or not, we need a process. There are some repercussions to this. We are checking as to what happens to those who haven't come back from probation. There are students on our records that are on probation. We are developing a procedure. It will go through Grad Counsel and we will allow you to provide feedback.
 - We met with the library staff. They had some concern in regards to thesis and dissertations. The ones that we store in library, we get off ProQuest. For this year, we have had 21 thesis and dissertations submitted. Usually we have 60-90. He asked where the others were. Susan Knight, in our office, submitted 20. Prior to her arrival, there is a gap. I was the thesis and dissertation copy editor. I showed her how she can back and look in the que. We discovered some stuck in the que from 2013. We are trying to trace these back to the students. We don't know the status of these. I am supposed to sign the thesis and dissertation form. I was only receiving the form. I asked for the thesis and dissertation. I was finding a lot of errors. We have a QC issue. We assigned someone to be a copy editor. We want these to show and be impressed. We would like your help. We aren't the

only ones who sign off. There is a committee, Department Chair, and Dean that has signed off. They are getting through without any QC. They will be submitted last minute. We have a great thesis manual. We are happy to hold sessions to go over requirements.

- Jeff – I appreciate your input. That is very striking to me from the College of Science. We had an Interim Dean that I thought was diligent to read every one that came through. As you need help, I am sure that there are faculty within each department that face this frustration of having students follow rules.
- Carmen – In your pipeline there are three of my master thesis. I sent my students to ask for a printed copy and never received a copy. It isn't just the student being at fault. I appreciate your work on that. We should get those back to the students.
- Dr. Hakkila – I am not blaming anyone at all. We want to recognize the problem. We all only have two problems, one is finding the problem. The second is solving the problem.
- Interim Provost – Graduation is on Monday. We have two sessions. I would encourage you to attend. If you are going to come, you have to wear a mask. We can't police all there but the faculty should represent where.
- Tobias – Do we pick up parking from your office?
- Interim Provost – Yes, Michele Kennedy.
- Joey – Update on mask for spring?
- Interim Provost- We haven't hit two weeks. We are still substantial. Two days ago we got popped with substantial.
- Ron – The dashboard is still showing updates from seven weeks ago. Since we are looking at substantial, can we provide that on the dashboard? The UA System Dashboard isn't up to date.
- Interim Provost – This is community wide not just the university. There are no requirements system wide on mask. It is institution based. It is linked to a federal mandate. UAH could say don't wear a mask.
- Rhonda – We are following the ADPH Dashboard. That is the place to be looking.
- Interim Provost – The numbers on campus have been good but following the community.
- Harry – Our numbers have turned a corner, we are heading back up. I don't see us dropping to moderate any time soon.
- Carmen – When we talked in the FSEC meeting about student financial aid situation, we agreed that the students are not notified before finals.
- Rhonda – Rob was able to hold that off until after finals.
- Carmen – I was told that science students were told last Friday.

- Interim Provost – I called them that day and they were going to delay that.
- Carmen – I have two that state they received it but engineering did not.

➤ **Officer/Committee Reports**

- Carmen Scholz, President
 - No report.
- Joey Taylor, President-Elect
 - We received from Policy that is Duty to Report and Protection from Retaliation. We will look at that in the FSEC. We will talk about the Policy on Facility and Ground Use Insurance Policy.
- Tim Newman, Past President
 - No report.
- Carolyn Sanders, Ombudsperson
 - No report.
- Andrei Gandila, Governance and Operations Committee Chair
 - No report.
- Christina Steidl, Undergraduate Curriculum Committee Chair
 - We are going to meet by the stage after the meeting.
- Laird Burns, Finance and Resource Committee Chair
 - We scheduled time with Chih Loo on February 24th. He will walk us through the same time frame.
 - Carmen – Would you please send that information to Lauren to send out to faculty?
 - Jeff Weimer – RCEU Program. Where do we stand?
 - Member – It has been loaded on Charger Path and students are submitting app
- Emil Jovanov, Undergraduate Scholastic Affairs Committee Chair
 - We met to discuss bankruptcy and dismissal. Most the committee members appreciated the opportunity to include faculty in the process. I understand student body better now.
- Beth Barnby, Faculty and Student Development Committee Chair
 - No report.
- Andrea Word, Personnel Committee Chair
 - No report.
- Carmen – I received an email from OIT. They are looking to establish an advisory committee with a charge to ensure that OIT has the resources to serve the university. They need a representative. We have to select someone who will represent the faculty. Do I see volunteers? Nominations? Joey volunteered. We have to elect Joey. All in favor of this. Ayes carry.

➤ **Bill 457**

- Carmen – This bill has been before the senate for two years. I will speak to it shortly. This came to senate out of a specific case when a foreign national was going to be hired. They didn't have enough time to come to campus and university retracted

- their offer. Senate cannot deal with individuals so it was written to not be personal. It is written to be aware of embassy time frames. We need to give sufficient time. That was the intent of the bill. The rewrite was to take out personal notions. Do I have a motion to approve? Jerome moves. Laird seconds. All in favor of Bill 457. Ayes carry. Bill passes second reading. Do I have a motion to go into third reading? Mike seconds. All in favor. Ayes carry. Mike motions to approve on third reading. Kwaku seconds. All in favor. Ayes carry. 1 abstains. Bill passes third reading.
- Facility and Grounds Use Insurance Policy
 - Carmen – This is an information item. This is for you to read through it. It called a lot of stir within the SGA. This policy is now with the Finance Committee for review.
 - Bill 458
 - Carmen – Do I have a motion to approve? Jeff moves. Andrea seconds. This bill has been before the senate for a long time. It still is causing controversy. Let's try to work towards a consensus.
 - Emil – Faculty with tenure are free to explore their passions. We are experiencing challenges. A couple of administrations ago we had a plan to get rid of tenure. We had an alarming trend of universities that are terminating tenure. If you terminate tenure, what will keep top science and researchers from going across the street for double the salary? Ten years ago, the President's salary was 50% more than the US President. We had two professors retire and replaced with lecturer to teach for both. We expect that lecturer in addition to their courses, with no research, to do work within the senate. What are we without premier research? This is why this bill has been sitting in committee. We can make history and destroy the university. I prepared for years on how to facilitate lecturers. We are trying to find mechanism that would allow lecturer participation in senate without black mail from administration. The issue isn't whether we will allow them or not. The issue is if you are a lecturer expiring in June come to senate. Our proposals were exactly along the lines of security for lecturer represented in FS at least in time. Why not extend their two year contract to three at the start of FS service?
 - Harry – With due respect, I see what you have said irrelevant to this bill. Despite the President's that have come through the threat to junior faculty hasn't been. The same could be said to tenure earning or associate professor going up for tenure. The purpose of this bill is that we are relying more on lecturer to be the instructor. Lecturers in my department are more aware of the concern of the students. This bill has nothing to do with the role of lecturer anywhere else on campus. If anyone is afraid of retaliation that could be at any rank on the university.
 - Laird – The argument about protection are that lecturers are less protected than any. They came repeatedly stating their issue.
 - Christina –I wanted to respond. As a body, we have been trying to address the intimidation of Deans. While it is a valid concern, it isn't part of this.

- Tobias – Any untenured faculty can be terminated at any point of time. You may have a breach of contract, but you could be terminated. No matter how many years, the administration can terminate you. It would stand more to say you have been here for so much time with experience. They do not have to justify getting rid of you. Any nontenure does not have to be given a reason.
- Andrei – Lecturers don't need this bill but better contract with better pay. This will not solve their problems. My fear is that we will add another thing to their busy schedule. I do wonder if we are giving them a task without knowing if they want it. I have not seen a survey stating they are anxious to serve. Department Chairs will go to their lecturers and strongly suggest the senate work. I fear we are putting them in a vulnerable position.
- Laird – The argument about having time on contract doesn't have anything to do with threat issue. If you are going to do this, they at least need to have a term of appointment to serve.
- Tim – I have some concerns with this bill. I do want to comment on the black mail. I think that the threat is much more severe to someone without a future contract. I don't think Associate Professors going up for appointment feel this. I do feel lecturers have a heavy load and will be dumped with senate. Research Faculty and Clinical Faculty have more leverage than lecturers. I don't think this is the case with lecturers. I think there is an issue that needs to be addressed in parallel to them on senate. One would be job security for them. I think many objections could be addressed if they have more security. There was a proposal to the senate that would allow more security. I bring an amendment to this bill that would restore some of that security. I have 45 copies. I will read this aloud as it is passed out. If you here for more than seven years, they need to receive tenure. We should have a senate that everyone serves on.
- Harry – This amendment is much bigger in scope and impact than 457 as it is written. I move that we table 457 and consider this amendment as a second bill.
- Laird – Did Tim have a second?
- Mike – Yes. I think Harry's motion is in order.
- Harry – I table we move senate bill 457. Emil seconds.
- Carmen – All in favor of tabling 457.
- Carolyn – Harry, I have been here 30 years. I disagree. I feel our administrative has put increasing pressure on us. I have been in senate because I am a tenured full time professor. My colleagues are grateful for my voice in the senate. Second, I totally support lecturers getting representation. I have a proposal that would allow one elected college lecturer representative with voting privilege. It allows lecturers full representation. It pairs with those who are more protected and can speak more freely. I have a proposed amendment. It is something I want you to

consider. We have pushed the question of them being FS members back. I do think they should have full representation.

- Carmen – We have two separate times and you bring a third. We are discussing tabling this item and considering Tim’s amendment.
- Mike – This discussion should only be about tabling 457.
- Tim – The motion to lay on table is not a discussion.
- Carmen – I need a vote on tabling 457.
- Andrea – If tabling is considered, what is the time frame?
- Carmen – It comes as first business in January. Again, are you in favor of tabling this bill until January? 22 in favor. 14 opposed. This bill is now tabled until January. We need a motion to consider the amendment brought forward by Tim.
- Harry- I would like to move Tim’s amendment as a separate bill.
- Mike – It has to be an emergency bill.
- Harry- If it has to be, I want to encourage this to go to FSEC and a bill be created.
- Mike – I believe the rules are that we will have a vote on considering it as an emergency bill with 2/3 vote. I have a second to the motion.
- Carmen – It doesn’t have to a secret ballot but we need 2/3.
- Harry- The language is very similar to K12 teachers are assigned. After serving for so long, you gain a level of security. I like this bill a lot. The opposition was we were putting vulnerable people in a more vulnerable spot. This would be a way to provide more security.
- Angela - There hasn’t been adequate discussion. We are caught up in the amendments and bill. We haven’t agreed on the methodology.
- Carmen – The emotions on the issue are flying high.
- Joey – I will speak to the chaotic nature. Bill 457 hasn’t been before the senate but before six people. Now most of the FSEC members are speaking. Now that this bill gets here it is opposed and a new miracle bill is presented. I would love for this to happen. I am concerned that we are bringing this bill before 457. This could sit for two years. All Bill 457 is asking is that the senate be the senate. This is just another tactic to keep lecturers out. I am for security but wondering where this has been for the past 5 years when I have presented this issue.
- Tobias – If I understand, we are discussing to bring this bill forward. If we do, then it has to go through three readings.
- Motion to extend meeting five minutes. Ayes carry.
 - Mike – We need to vote on emergency bill.
 - Carmen – All in favor of considering this emergency bill. 27 in favor. 5 opposed. 3 abstain.
 - Mike – I make a motion for first reading.
 - Tim – That was just first reading. If you want to move forward, you need a motion to suspend rules to move to second reading.
 - Mike – I move. Laird seconds.

- Carmen – All in favor. Ayes carry. 12 in favor. 1 opposed. It passes.
 - Mike – There has to be a meeting between first and second reading of a bill. It didn't pass anonymously.
 - Carmen – We are out of time. I would like for you to think about it. We will bring these both in January meeting.
- Meeting adjourned 2:30 PM.