FACULTY SENATE MEETING
February 15, 2018
12:50 P.M. SST 050

Present: ***Chris Allport, Milton Shen, Laird Burns, Kevin Bao, Katie Baldwin, Carolyn Sanders, Joey Taylor, Deborah Heikes, Anne Marie Choup, Dianhan Zheng, Kyle Knight, Mike Banish, Yu Lei, Tingting Wu, Fat Ho, James Swain, Kader Frendi, Gang Wang, Christina Carmen, Fran Wessling, Angela Hollingsworth, Sharon Spencer, Lori Lioce, Qingyuan Han, Roy Magnusson, Carmen Scholz, Harry Delugach, Tim Newman, Shangbing Ai, Lingze Duan, Vladimir Florinksi, Ron Schwertfeger, Monica Dillihunt***

Absent with Proxy: Ann Bianchi, Monica Beck, Shanhu Lee, Shannon Mathis, Amy Hunter

Absent without Proxy: David Harwell, Sophia Marinova, Earl Wells

Ex-Officio: Provost Christine Curtis

Guest: President Bob Altenkirch, Chancellor Ray Hayes

- Faculty Senate President Carmen Scholz called the meeting to order at 12:50 pm.
- **Meeting Review:**
  - **Bill 417 passed third reading.**
- **Guest Speaker**
  - Chancellor Ray Hayes
    - I have Chad Tendle with me today. He is our Risk and Compliance person. He is one of the attorneys in our system. I am glad to be here. Our main objective is to support the campus. We have 15 trustees that oversee our system. We don't manage them, but work with them. I am very open booked. I will tell you how I see things. The campus here is doing really well. The campus is beautiful. You will be celebrating your 50th in 2019. The State of Alabama is 200 years old in 2019. UAB will also celebrate this as well in 2019. Our board will have a meeting in April here. You are doing great with student enrollment. We have a lot more out of state students. One thing about Alabama is we don't have enough population in the state. We need more tax paying residents. A third of our students will stay here in Alabama. That is an impressive number. We have 14 public universities in the state. We graduate 15,000 among our three campuses. Our three graduate 43% of the graduates among the 14. A lot that we are trying to encourage is collaboration. You will be getting an announcement from the campus people soon. We have been given $75,000 to use towards an idea/concept of working together between two or more campuses. Applications are being turned in through April and in September we will make the announcement at the board meeting. I talked at the board

meeting last week about collaboration. We have an IITS system. It has really ramped up over the last few years. It looks like the education trust fund will have money in it this year. It has passed the House and with the Senate. We are trying to protect that. We have two funds in the state of Alabama. We have a general fund and the education trust fund. We are all about protecting. We think as the state grows that will grow as well. It will allow us to match money for research. If we can continue to protect the education trust fund it will grow.

- Kader – One of the biggest topics among the faculty is Board Rule 108. We are concerned about its implication to shared governance.
- Ray – We are going to have shared governance. The rule is to do everything it can to protect us and provide consistency among the campuses. We live in a society that has policies that are consistent. When we are sued, one thing that always comes up is consistency. If we have a policy where we operate here and Tuscaloosa differently, the lawsuit will fail. You do need some identity. There are certain things that have to be consistent.
- Kader – Does this consistency follow through with the faculty handbook? Does this have to be similar among the three campuses?
- Hayes – Only to the point that it protects you. We want to work together to protect you.
- Carmen – Does this mean that all existing policies have to be rewritten or will there be one for each campus?
- Ray – No, each campus will have to look at their policies and procedures. In some areas, we have to have consistency. In other areas, your way of operating needs to be there. We are going to have to work through the issues. Lawsuits are coming so fast and furious, we have to do the best we can to protect our reputation.
- Mike – When you talk about a lawsuit, what are the lawsuits that you are concerned about?
- Chad – In terms of risk that we are concerned about is Penn State and Michigan State. They are driving the litigation right now. In terms of our lawsuits, we average 60 a year across all three campuses. It is minor things, but we face employment litigation, Title XI, and Child Protection.
- Hayes – This is for your protection also.
- President – It's the policies that are steep within the law – sexual misconduct and child protection, even the credit card policies.
- Mike – We aren't going to argue a credit card transaction. What are you really looking at? Can we be helpful?
- Ray – We want the faculty senate to be a part of the process.
- Laird – At lunch we talked about child protection and harassment policy, we need protection. Some language was cumbersome. We asked how to rephrase that to continue programs providing protection.
- Carmen – That will be a separate discussion.
- Ray - We will do everything we can to protect without making it non common sense able.
- President – UA and UAB will have the same child protection policy. Their implementation takes place this summer with background checks. That will

provide feedback and experience to us. With respect to the language, my opinion unfortunately is legal language is required in certain areas.

- Ray – Language in the child protection, do we have to use specific state of Alabama language?
- Chad – Yes. They react and sometimes it is an overreaction.
- Laird – Some went to the board meeting and met with other faculty senate. You mentioned having more collaboration. We came up with some good ideas to foster collaboration. One of the ideas was incentive prizes.
- Carmen – The official opinion of the three senates will be delivered to you. You will see our ideas on that.
- Member – We have specific programs that reach out to grade school students. Is there anything that we need to do to protect ourselves?
- Chad – That is a specific circumstance. If we are going out to local schools, the teachers/principals are the ones in control of the student. If they are on our campus, we are then responsible. There will be a lot of working through these issues.

- **Administrative Reports**
  - President Bob Altenkirch
    - The bond has been issued for Charger Village II. The bond rating will stay the same. There are more demands for beds on campus. We will still be using the apartments and Beville Center
    - Morton Hall renovation will start this summer.
    - Roberts Hall renovation is problematic. It will not start this summer. The problem is when you dig into the asbestos problem, it will take much longer. We are going to hold off on that. It will start after October 2019. We want education to have their accreditation visit before the disruption.
    - Inflammatory symbols on the campus. We have indentified and apprehended the responsible individual. They admitted that they did it. It is a student. The student will go through the disciplinary processes. We will hold off on a criminal complaint until we start the process. The student was indentified through video recording. We pieced together several recordings. There was no campus threat, they just wanted attention.
    - Board meeting is April 6-7th. We are looking to do something similar as to what UAB did and have a faculty member as part of the presentation.
    - Tim – The promotion of the China campus. There are two areas that the faculty has expressed concern. One is academic freedom. I was disappointed that a negotiation was held and academic freedom was not part of that. Other campuses that have had this opportunity had that discussion. The second is shared governance. Faculty was not involved with that from ground zero nor the pertinent Dean. Unfortunately, many folks will connect dots and say that shared governance has been a priority.
    - Provost – You made the comment that the pertinent Deans weren't involved. They were from the very beginning.
    - Tim – I think there are different reports from other reporters. Perhaps this is hearsay to me. The comment that has been made is not dissimilar to what Williams said to this body. We have to get to a place that units are involved. We can't get to

a point where only three are asked and claim that shared governance. We have been there before let's not go there again.

- President – Let's not let those things happen again. I think people were moving along on this and weren't thinking about that.
- Mike – We had lunch with the Chancellor. We found it curious that the two things asked were Aerospace and Electrical Engineering. I think that should have been looked at very carefully. I don't think there was enough attention paid to that. When you are going to the two main prime drivers of this area, I think you need to look carefully.
- President – We are revisiting that now. The biggest issue right now is manufacturing computer chips overseas.
- Kader - The news that we are getting on the faculty level is the idea came from graduate school. The message came from graduate school and moved into other colleges. The other colleges should have been on this list.
- Provost – The original idea came out of Chemistry Engineering in Southwest Petroleum College. It was approved by the board 203 years ago. It was never approved by the Chinese government. In our interactions that have been going on in the college of business, there were other opportunities that came up. NCUT visited us and invited all the parties, Deans, and any others to these meetings. That was the initial contact. The Director of International Services sent out asking the faculty if they would be interested.
- Carmen – I want to bring this discussion to an end.
- Harry – I have been very disturbed by the drawing on campus. I am concerned that your response to this was delayed. This could have been a ramp up of an organization on campus. When did you find out and when did you let us know?
- President – We found out the day after it occurred. Administration got together and it was a joint decision we would hold off. When another appeared on Thursday or Friday, we decided on Sunday to send out a message that came out Monday. You can argue that it was wrong or right, but that was our decision.
- Mike – That is a fine decision to make. I understand the decision. This decision though didn't leave the third floor of your building. I spoke to my Dean and told him that I was very disappointed he didn't tell us. He said I found out when you did. I think sharing with the faculty in a quiet way that you are aware would be beneficial.
- President – You can have your opinion. Did you think that I wouldn't be aware?
- Mike – It was a week. I think that it should have been shared that you were aware.
- President – That is your opinion. The only reaction to the letter was that it was well written and appreciated. You can argue that in between was wrong but the end result was fine.
- Harry – If in fact this was a tip of the iceberg to signify a certain group to harass the university community, we would have excellent grounds of a lawsuit.
- President – We have to make decisions. The symbol was put there for a reaction and no other evidence it was for any other reason.
- Harry – I am glad that you were right.
- President – We looked at videos early on and had an idea of what was going on. There was another put on a dumpster on the south end of campus. No one knew about it. They didn't get attention the first time and put it put more visible second time.

- Provost Christine Curtis

- The University Review Board is almost done with their work for tenure promotion. There is March 15th date of notification. The Chancellor mentioned we will be putting forward the PhD proposal forward at the April meeting.
- I wanted to report on Faculty 180. We are making progress. We were hoping to have Faculty 180 ready for annual reviews, but we won't make it. The work that is happening right now is the CV's are being collected. They will be sent to the company and put into Faculty 180 for us. We will ask you if everything is correct. They have created templates for creative performances and production. All areas will be represented. We have developed a basic timeline of when information will be uploaded into Faculty 180. We are working with all the entities to get all the data on that timeframe. I hope to report that in March. We are working on Degree Works. It is used by advisors and faculty on advising. Every other university in Alabama has it. We figured that we need to get this tool for ourselves and students. They are scribing the catalogue into Degree Works. The installation of the program is happening this week. We will be able to beta test the program in the fall and go live in January. We will have a technical session the week of March 15th.
- We are working on the VoIP system. Our system is no longer supported. We had major failure in Morton Hall. The Early Learning Center has been on this since late last summer. The executive plaza is now on it as well. It has been working extremely well. We have been collecting data among every department. We will be moving toward a VoIP system totally installed by fall.
- IT has been working on the policies. They sent them to me last night
- The Chancellor didn't mention anything about the library. The Director of our library and UA, have been working together to figure out a way to collaborate. There are a lot of structural constraints. We are exploring how other systems are doing that.

- **Officer/Committee Reports**
  - Carmen Scholz, President
    - I attended the University Counsel of Faculty Presidents. There were 68,000 9th graders only 40,000 graduated, only 23,000 enrolled in public institutions. After one year it went from 19,000 to 16,000, and then only 8,000 graduated with a degree. ACHE has put out two directives. They want to increase the preparedness of high school students. They are also promoting the cost. There will not be an Alabama program to go for free. He also mentioned the current support of higher education in Alabama is the same as 1965. Dr. Persell advocated for funds for 5% of the general fund should be set aside for redirection.
    - After the BOT meeting, I sent the questionnaire about the bus tour. This was an idea of the Chancellor to foster collaboration. We are in favor of the bus tour. Alabama and UAB did not feel that way at all. The President of UA faculty senate was surprised by our response. We want to stimulate collaboration for the young faculty.
    - Last year we asked for a faculty authored section in our bookstore. It took some time for them to get some books and the faculty to let us know what they have authored. We know have a section. All the credit goes to Melissa Foster.
    - I would like to ten minutes to discuss the Child Protection Policy. Dr. Altenkirch sent this to me and stated that it was very high on his agenda. He wants a 60 day response. This is a topic that is high on the agenda. Some of the issues in there are

written in a prohibited way. At this point, I don't want to discuss the wording of the policy. I put together a letter to give the President.

- Mike – I have five main issues with this bill. I talked to a couple lawyer friends. It violates state law. It is specific that you have to report it to DHR. This policy says you report to campus police. You can be denied a background check for a misdemeanor in this state. There is some discussion on if reckless driving would disqualify you to be in the presence of children. There is no concern for faculty student privacy. There is no discussion about our most open activities; example would be a high school student going to the library. On the science fair level, how do you prohibit or not prohibit? What is faculty and what is public? The policy doesn't address any of these.
- Carolyn – Thank you for putting this letter together. It will come to light how many activities that involve minors. In music, we are constantly recruiting high school students. We get them to our department that is part of our job. I think the policy is well intended, but form a faculty stand point it has come down that we will be responsible to pay for the checks.
- Provost - That was originally stated, but it has been changed. My guess is that it could go one of two ways. It could go that every time that there is a minor we have to have a background check. If you are bringing in outside judges, then they don't have to have one but we do. It is really up in the air right now. We are trying to figure out what Alabama has done in care custody.
- Carmen – One of the glitches is if you work annually, then you have to have one annually.
- Roy – We have students on campus that are less than 18. In some circumstances, IRB would have a huge problem doing surveys. What about those students?
- Carmen – They are exempted right now. I would like to emphasize that we are particularly happy about some points in the policy. We don't want children harassed or mistreated. I hope there will be a revision of the language in the policy. We are on board generally, but fine tuning is necessary. Are you in agreement with this assessment?

- Christina Carmen, Governance and Operations Committee Chair
  - No report.
- Monica Dillihunt, Undergraduate Scholastic Affairs Committee Chair
  - No report.
- Laird Burns, Finance and Resources Committee Chair
  - RCEU proposals are in and are being scored. We should have a decision within week.
- Anne Marie Choup, Undergraduate Curriculum Committee Chair
  - We are up to date.
- David Johnson, Faculty and Student Development Committee Chair
  - We met three weeks ago to discuss Bill 418 and it is being sent back to FSEC.
- Mike Banish, Past/President-Elect
  - No report.
- Kader Frendi, Ombudsperson
  - No report.

- Tim Newman, Parliamentarian
  - The handbook met and had a spirited discussion.

- Bill 417
  - Mike moves to bring this forward. Tim seconds.
  - Carmen – All in favor of Bill 417. 2 abstain. Passed third reading.
- Bill 419
  - This is a bill that was brought before the senate picking up past practice where we compensated professors and lecturers with an incentive. That was cancelled and we feel it would be worthwhile to have it again.
  - Mike – It was cancelled when Phoenix University was getting in trouble for paying students.
  - Carmen – It has been cancelled and wants to be reconsidered.
  - Kader motions to discuss. Tim seconds.
  - Member – It says it is going retroactive?
  - Carmen – I do not have a cost analysis.
  - Chris – With the focus of larger classrooms, maybe we want to move the number up. It makes sense to me to have an additional level beyond the 35.
  - Dr. Ho – I taught classes much larger than that and never received the reward. When was this in place?
  - Carmen – You should have gotten those incentive pays into your PI account. I know that it has been in place.
  - Mike – It was and Frank started it to encourage larger class sizes.
  - Carmen – I hear there should be a fourth category above 85. Do we need four categories?
  - Member – I would just say if it is larger than one.
  - Monica - I think it needs to be discipline specific.
  - Tim – I read this bill that it wouldn't remove units flexibility. I was complaining to another colleague. He said why, you get paid for it? I said no we don't. He was very shocked. If you are grading 35 essays, that is tremendous work. Our students are developing programs and it is a lot of work to grade.
  - Carmen – Do you think this is a good idea?
  - Deborah – The policy that we are replacing didn't have specific tiers.
  - Carolyn – I taught a class that was larger and received an incentive.
  - Carmen – Do we need a fourth category?
  - Mike – You would need to make an amendment.
  - Chris – I would like to make an amendment to add another category above 80. Mike seconds.
  - Carmen – All in favor. 1 opposed. 6 abstain. Ayes carry.
- Meeting adjourned at 2:20 pm.