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**FACULTY SENATE MEETING**  
**September 19, 2019**  
**12:50 P.M. LIB 111**

***Present: Tobias Mendelson, Sophia Marinova, Laird Burns, Kevin Bao, David Allen, Dilcu Barnes, Jose Betancourt, Amy Guerin, Laurel Bollinger, Joey Taylor, Rolf Goebel, Andrei Gandila, Carolyn Sanders, Jeremy Fischer, Jeff Neuschatz, Christina Steidl, Mike Banish, Abdullah Salman, Seong-Moo Yoo, Fat Ho, Christina Carmen, Kader Frendi, Elizabeth Barnby, Sheila Gentry, Darlene Showalter, Lori Lioce, Melissa Foster, Leiqui Hu, Jeff Weimer, Tim Newman, Huaming Zhang, Shangbing Ai, Seyed Sadeghi, Gang Li, Monica Dillihunt, Paul Whitehead***

***Absent with Proxy: Harry Delugach, Shuang Zhao, Earl Wells, Carmen Scholz, Ron Schwertfeger, Katherine Morrison***

***Absent without Proxy: Gabe Xu, Ron Bolen***

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

***Guest: President Darren Dawson***

- **Faculty Senate President Laird Burns called the meeting to order at 12:53 pm.**
- **Meeting Review:**
  - **Bill 434 passed second reading unanimously.**
  - **Bill 435 passed second reading unanimously.**
- **Approve Faculty Senate Meeting Minutes #599 from August 22, 2019. Member motions to approve. Lori seconds. Ayes carry.**
- **Accept FSEC Report from September 12, 2019. Tim motions to accept. Monica accept. Tim – Melissa Foster should be listed as a guest, not a proxy. In the last page, Melissa spoke as a guest. Another bullet for Bills 434 and 435 to state they passed unanimously on first reading. Carolyn seconds this amendment. Ayes carry. All in favor of amended minutes. Ayes carry.**
- **Administrative Reports**
  - **Provost Christine Curtis**
    - **I wanted to tell you where we are with our students. We are working to make sure our data is clean. These numbers should be close to perfect. We have 9,988 students. 1,999 are graduate students. Almost 8,000 undergraduates. Our out of state population is 27%. That includes domestic and international. 401 is our total international. Our graduation rate is up. Thank you all for that. Our retention rate holds steady at 83%. We want to get it up. This year we have 1,490 full time freshman. Their average ACT is 28.1. The number of new transfer students is 796. We have excellent GPA's and ACT scores. Our part time versus full time is around 73 – 74%. Our FTE is at 8,220.**

- I wanted to breakdown who is composing our student body. We have 37 dual enrollment students. Our College Academy is now a full four years. We have junior and senior high school students here on our campus. We had hoped to have 120, but we have 93. Our largest class is the 4<sup>th</sup>, 5<sup>th</sup>, and 6<sup>th</sup> year seniors. Our masters is three times as many as PhD students.
- Our largest college is the college of engineering, followed by science. Business and nursing fall close after that.
- Honors College gained 304 incoming this year. Majority of the students are out of state. We have 1,042 total in Honors College. We had 86 graduate with honors this past year. We now have over 30 subjects that have honors classes. If you are interested in teaching an Honors seminar please contact Bill Wilkerson.
- The committee process is underway. The website is up and has the master spreadsheet. If you are interested to see what a committee does, please look on the website.
- I wanted to mention that campus planning and budget planning advisory committee have strong interest from the faculty senate. There will be a meeting called close to the end of October due to closing out our fiscal year.
- At the BOT meeting, the basement for the Shelby Center went before the board and they gave us the go ahead to keep moving on the renovation. The vivarium will be enlarged. It will double in space. The second change is there will be two additional classrooms. There will be a reassignment of space to open these spaces up. The physics lab will be going back to their regular setting.
- I wanted to mention to you an opportunity the university will have in Bulgaria. I mentioned this last year to you. This is a government led initiative on their part. The first thing that I can tell you is that Bulgaria has a major contract with Lockheed Martin. Through this contract, they have named UAH one of their partners. One thing they are interested in is sending PH students to us. A joint program with master students is in the talks right now. David Burkowitz is setting up a committee of four faculty members from four different departments. They have to talk with Chairs and Deans. As the committee develops ideas, I can pass that along to you.
  - Sherri – I have some international undergrad students in my class this year. They are struggling. One told me they have dyslexia and need assistance. I was told that other professors are giving her accommodations. I told her that I cannot do those things. I have a lab in the basement in Shelby Center. I have lost my technician and I am giving up. So the space and equipment is available.
- Sophia – I really like the idea of Bulgaria. I am from there. Have you talked about Prague?
  - Provost – They have an international program.
- Kader – If you look at US News and World Report, we have fallen below our sister campuses dramatically. When are we going to address that issue?
  - Provost – That is a concern to us all. We need to do a number of things to catch up with the growth. We need to rebalance the scholarship matrix with our needs. We also know that we are declining due to having to have a higher number of student success. These other institutions have higher graduation rates. Reports show that we should have a higher graduate rate with our ACT scores. We are shooting for that because that's what are

students are here for. There are a number of areas that we need to work on.

- Kader – Tim showed a very eye opening graph last meeting. The expenditure on education is flat compared to the revenue. That is showing the weakness there.
- Laird – We pushed Dr. Altenkirch, now Dr. Dawson, to reconstruct the budget committee. We want one standard set of data. We want to analyze and get better comparisons on that. We are hoping to start that in early October.
- The question came up last time about the sole provider for our benefits. Nationally there have been a number of lawsuits levied against private institutions because their benefit packages had varying rates of return. At this time we had 10 years of having TIAA, so we had to relook those. In late 2018, the RFP's were developed. They sought the best offers from companies. The TIAA had the lowest cost to each individual in terms of handling our investments. In the last ten years, TIAA has improved their services dramatically. They also allow multiple funds from others. I was presented with the offer to let a TIAA representative to come and speak.
  - Carolyn – Some of my music faculty have wondered the status of salary letters.
  - Provost – I haven't signed anything either. HR is working on them and I should see them soon.
- President Darren Dawson
  - On the question in regards to ranking, that is based on undergraduate. It is the retention numbers that are hurting us. Our programs here are hard compared to other universities.
    - Mike – The other two numbers that are terrible is financial resources and alumni giving.
    - President – Yes, there are actually five in there that are bad. Alumni giving is a product of a young university. It will take years to turn that around. It took Clemson 35 years. You start now and continue. Faculty resources per faculty member, yes, because we have grown and have a large debt service. We have added a lot of debt in building. We are below 10% in tuition to our peers.
  - Member – We had a speaker come from USF. He said that they don't allow students to double major. Would that be a recommendation the administration would make?
    - President – Yes, they talked a lot of that at Clemson. Class size was also something they were meticulous about. We can discuss these things in our strategic planning.
  - We are working on our facilities plan. We will be completing the SST basement renovation. We will do the greenway project. That will cost \$650K. When Morton is finished, we will finish the greenway out to Morton. We are looking at our IT data center. We are trying to harden the facility on Von Braun. We are vulnerable there. We do have backups in Atlanta. We definitely need to look at that. There will be a plan developed this year. We are putting the federal request book together. Every university does this. We have had some success on our research. The Provost will distribute that book and get ideas back.

- Tim – You may remember at the last FSEC meeting, I asked for the complete report from Shelby Center. I didn't hear that today. What is the standing?
  - President – I thought they were distributed. I will follow up.
  - Tim – The last time you were here, you mentioned retention was important. You may need to look at our enterprise here. I raise this because two of our largest colleges, I understand there are scoring systems in those colleges. In both of those colleges, I understand that if they want to do well, they wouldn't advise, not assign homework, not reach out via email. In those colleges, there are recommendations to faculty that they should do that. I don't think our enterprise is in line with that. These were pushed to us as faculty members. It seems ironic that there were Deans on the committee. The scoring schemes that are developed don't score what faculty members could do. They push us to not be engaged with our students. I think it is important at UAH, our culture is important. Some students I spoke with said that U of A is like my high school, Auburn the same as high school but I had to step up my game. UAH is a lot different from my high school, the students are a lot different. We have a different profile of students. We have to be conscious of that. At our Dean and college level, we have to make practices that want us to approach the students. The students are sitting in the car, they aren't engaged with the university. We are falling flat on our giving rate.
    - President – We have to do strategic planning. It is important. The resources hasn't followed our goals. You need to tell me what college you want to be, then we can decide what university we want to be. Nursing may be different than engineering.
- Sherri – There is a rumor going around engineering students in regards to the salaries of professor's salary being . There were several students who said they were writing advancement to never contact them about giving. We do have a problem.

➤ **Officer/Committee Reports**

- Laird Burns, President
  - We have an election we are going to do for university committees. We have to do student traffic appeals.
    - Provost – The Student Traffic Appeals Committee, they had less than 10% appeals approved. Faculty had at least 60%. We are trying to level the playing field. There will be six students and three faculty/staff on the committee. It will be a lot more even handed.
    - Carolyn – That is great, thank you for that.
    - Mike – This may all be great but we are hearing about committees that have faculty and student involvement. There has been no discussion about changing the committee structure. It is great our VP is on board but they don't do the work. I don't see discussion about changing committee structure.
    - Laird – I need someone to volunteer for this committee. 10% does seem very low.
    - Sherri - How much time is involved?
    - Carolyn – It isn't a time sink. It is just discouraging feeling I was out voted.

- Sherri – I would be happy to serve as a pro student member.
- Laird – I would appreciate that because I want to nominate someone who will be.
- Students Affair Advisory Board – we need three people.
  - Carolyn – I will nominate myself for that.
  - Laird – Lori, I will tentatively put you on there. I need one more.
- ADA Advisory Committee – We need one more person.
  - Mike – Laird and I have had active discussion with President Dawson about getting these committees going. That falls on us engaging. If we don't want to have committees we want to engage in, we shouldn't say we want it.
  - Sophia – We don't know what the committees do. If we are told what the charge is, we may be interested.
  - Laird – I will put you down.
  - Sophia – I don't want to be chair.
  - Sherri – I will be happy to serve.
- BOT meeting – We met with Clay Ryan. He met in regards to the library subscription cost. He is opening the door but we aren't going to get far until they establish the US budget. The Maker Space Policy, Ron was following up on this. We owe the Provost back a recommendation. Laura, could you please let him know we need final comments?
  - We have an associate of land grant – where is the faculty representation? As much as we love our Deans, we do most of the interface.
- Tim Newman, President-Elect
  - Student Academic Misconduct Policy –
    - An interim policy has been put into place. My understanding is it was approved a few days before classes started. There are three new things in this placed policy. When we look at this, there are a few things that conflict with what was in our policy. Our prior policy listed you two options, you could do either or both. This says you have the authority to do that in your class. It is missing in this interim policy. I think that needs to be in this policy. The current policy includes coercive activity, IE bullying, we felt it should be in a separate policy for bullying.
      - Laird – I have had some international students come to them and pressure them for notes. Would that fall under this or bullying?
      - Tim – I won't say, but the committee tackling that would have to discuss that. I think that needs to be placed in another policy.
      - Sophia – I don't think we have a bullying policy per say. I think we need to define bullying but it may be broader charge.
      - Tim – I agree, but I think it is something that needs to be addressed. We have a misconduct policy that isn't your policy. It isn't from you, the faculty. We need a policy in place. We also need to be aware of this. The student has to agree with your penalty. That is the change from our current practice. I know that you don't like that and it needs to be removed. We need to move on this.
    - I want to also look at ACHE studies that was used for the basis of state appropriations for the universities. We received one of the smallest adjustments. Here are our peer institutions that we were compared against. We were really hurt on our T&F + Approp/FTE. We were really hurt on our Approp/FTE. That is what ACHE looked at. Because we didn't vary from our peers much, we didn't get as

much of an adjustment. I understand these numbers were from 2015-2016. Our institutions are bigger now and maybe the other institutions haven't had that growth. This chart shows our FTEs per FT Manager. I will say if you compare us against our peers, we are the worst. It appears UAH is top heavy on administration. The state put line items in our budget to fund research centers. I think we fared so well in that number is because our money for research center was folded in our budget but now we are being penalized. I think the resources haven't matched the faculty's goals. I have ran numbers for all the four year schools in the state of Alabama. Every other school in Alabama has less administrative overhead than we have at UAH. The last President was asked by the FSEC what he would do about administrative overhead. He said that we wouldn't grow the administration overall but how the institution grows the ratio will reflect less administration. These numbers show that hasn't played out. We are feeling the pressure of our class sizes and are pushed to do more than we ever have. The resources have been spent on administration and research centers. I am happy to hear your comments on that.

- Laird – ACHE does this every year. This current year budget the Governor listened to ACHE and followed it. They went to outcome based as far as budget. We are stuck with them listening to ACHE until a better model is created.
  - Tim – I think all this goes to show my theme for faculty equity.
  - Jeff – I want to speak to the academic misconduct policy.
  - Monica – We have a committee that will report on that. Can you hold on that?
- Mike Banish, Past President/Personnel Committee Chair
    - Mike – No report. You all received an information item from me, Chapter 9. This is the fifth copy. Our benefits are highlighted in this. Please look through this.
  - Monica Dillihunt, Parliamentarian
    - No report.
  - Lori Lioce, Governance and Operations Committee Chair
    - We have had set an agenda for three meetings this fall. Everyone has a ballot for the standing committee.
  - Laurel Bollinger, Undergraduate Curriculum Committee Chair
    - No report.
  - Jeff Weimer, Finance and Resources Committee Chair
    - We have had a successful 2019 RCEU Poster session. The Distinguished Speakers has started the process. The 2020 RCEU solicitations will be sent out ASAP.
  - Carolyn Sanders, Undergraduate Scholastic Affairs Committee Chair
    - We are working on the academic misconduct policy revision. Based on the last FSEC meeting, it was agreed upon that our committee would work from the interim policy as the starting process. The Provost stated it may speed up the process working with that one. One of our points of interest, is ensuring that after the first stage of the faculty member filing a formal complaint, there will be another unbiased party at that level as well.
      - Jeff – I will speak now to the statement Tim brought up. In the procedure of pulling the previous policy, we are taking out bullying. I might suggest it is an appropriate time to parallel an academic citizenship policy that would deal with behavioral issues.

- Joey – As far as plagiarism, the director of writing has been the plagiarism officer. We keep the cases filed. The misconduct policy, I was on the committee that generated the original policy. This interim does pull from that. It was faculty created. The student having to sign off. When investigating the cases, I thought the charge was extreme at times. There was a desire to put something in there to allow the student to push back.
- Laird- I think we should trust the committee to develop an appeal process.
- Carolyn – When was this? Part of this work on the committee is not to reinvent the wheel. I am looking at other universities policies.
- Joey – Fall. I haven't sat down with the policy we produced and compared to the interim.
- Seyed Sadeghi, Faculty and Student Development
  - We met this week. The committee wants to look at appeals under review related to this policy. We want to look at forming a mechanism that will address this issue. We want to create something that can be utilized campus wide.
- Bill 434
  - Laird – We want it to be reinstated that we can have a second pass. Mike motions to bring this forward. Member seconds. All in favor of passing this bill. Ayes carry. Bill passes second reading unanimously.
- Bill 435
  - Laird – This is for departmental college visitors. Sophia motions to bring this forward. Mike seconds. All in favor. Ayes carry. Bill passes second reading unanimously.
- Meeting adjourned at 2:15.