

**FACULTY SENATE MEETING**

**November 15, 2018**

**12:50 P.M. SST 103**

**Present:** Kevin Bao, Chris Allport, Sophia Marinova, Laird Burns, Dilcu Barnes, David Stewart, Amy Guerin, Joe Conway, David Johnson, Andrei Gandila, Carolyn Sanders, Deborah Heikes, Christina Steidl, Monica Dillihunt, Paul Whitehead, Mike Banish, Fat Ho, Earl Wells, Sherri Messimer, Yu Lei, Gabe Xu, Gang Wang, Christina Carmen, Beth Barnby, Lori Lioce, Angela Hollingsworth, Vladimir Florinski, Eric Mendenhall, Sayed Sadeghi, Jeff Weimer, Tim Newman, Shangbing Ai, Ron Schwertfeger

**Absent with Proxy:** Milton Shen, Holly Jones, Francis Wessling, Seong Yoo, Ron Bolen, Jennifer Palmer, Katherine Morrison, Robert McFeeters, Harry Delugach

**Absent without Proxy:** Jeff Neuschatz, Shuang Zhao, Kirolos Haleem, Robert Griffin, Tom Sever, Carmen Scholz

- Faculty Senate President Mike Banish called the meeting to Order at 12:52 p.m.
- Approve Faculty Senate Meeting Minutes #592 with corrections. Tim Newman moved. Laird Burns seconds. Ayes carry.
- Accept FSEC Report November 8 with corrections. Tim Newman moved. Laird Burns Seconds. Ayes carry.
- Administrative Report:
  - Christine Curtis
    - The President finished the recruiting loops last night in St. Louis. Saturday is Discovery Day. This will bring recruiting for fall to an end. The recruiters will be coming back to campus. They have worked hard recruiting for fall 19.
    - Commencement is Thursday, December 6. There will be two ceremonies at the VBC. Science and Engineering will be at 10:00 a.m. and all others at 2:30 p.m. We had to go to two ceremonies because of fire regulations at the VBC. We had to schedule on a weekday because we cannot get Saturdays at the VBC. We have commencement scheduled on a weekday for the next five years. I encourage you to be there. Faculty is split now so the faculty need to be there so that the students feel supported. Please try to be there and encourage your colleagues to be there. There will be one speaker for both ceremonies. Jan Davis is the speaker and she will receive an honorary degree in the first ceremony. She graduated from UAH and still working in the space industry.
    - Day of Giving is November 27; the Tuesday after thanksgiving There is a matching gift for the first 50 donors of \$50 to the scholarship fund. Advancement and development

are working to increase giving. Since Mallie took over the activity has increased exponentially. Had pleasure of signing eight endowed scholarships in month and half. Signed fellowship for \$5000 for incoming faculty for research. Deans and Director of Library working hard and telling story and getting out in the community. Day of giving is a way to show our support. Faculty Senate passed a resolution for a scholarship last year and it has gotten through Legal and finishing this week and will be on list of scholarships. Can give to anything on day of giving.

- I went to New Orleans on Saturday to the APLU meeting. This was a special meeting on the initiative on student access and student success. They have clustered universities and UAH is in the STEM cluster along with Missouri, NJIT, and Michigan Tech. We were chosen as a cluster for advising as the focused area for the next five years. Group of deans working on academic advising. Working with HR to develop a career ladder. The group found there are many different titles and approaches (22 different advisors with 15 different job titles). Advising is much broader than academic advisors. I will be asking for your input for academic advising. I will ask for things you think we should be doing.
  - Also going to ask for your help on reviews. In the Handbook, there is a requirement for reviews every five years for Deans and Academic Directors. Four this year Wilkerson, Adams, Christopher would have been but he chose not to continue, David Moore and Jim Miller. Three individuals will have university wide reviews. Will ask for your help in responding to surveys. Very disheartening to get just a few responses back. We use them to decide whether to reappoint and to help individuals do better in the job. Please respond.
  - We have four nominations for the Distinguished Professor Award. These will be reviewed by the Honorary Degrees and Naming Committee in January. We will put them forward for the April board meeting.
  - Faculty Awards—We will have the awards ceremony where the faculty will receive their awards in April. We are trying to find a date that does not conflict with religious days or honors day.
- Tim Newman brought some things to Dr. Curtis' attention. Tim Newman stated there are some things that are bread and butter for faculty. We have to make sure we are allowing academic freedom for all faculty. There are some classroom issues. Tech Hall was not built as an academic building. It was originally a business building so there are some issues. We know there are pillars in the middle of classrooms that are impeding. There are also whiteboards that are decrepit. Dr. Curtis stated if you tell her where the whiteboards need to be replaced she will get them replaced. She will cover that. Many classrooms do not have sound deadening in them. This is a disadvantage for students. When students are taking tests in one classroom they can hear what is going on in the classroom next door and this can be distracting and disruptive. Mark up in canvas is cumbersome to use on instructor side and a disadvantage for students. It is not as effective as it ought to be. Degree works—some have gone through training and brought issues in the Senate. One of the major issues is that enforcement of prerequisites. It appears there is no way to enforce prerequisites in degree works. Have to deal with students on a case by case basis. Not to enforce prerequisites in degree works is a real disadvantage. It also

appears we cannot tailor a graduate degree and this puts a disadvantage to students and the advisor. Dr. Curtis states there is a way to do it in degree works. An educational plan should be developed for each student. We have been asking deans regarding prerequisites and asking them to talk to faculty and come back with recommendations. We are trying to gather information and make changes in banner and degree works pulls from banner. May have to tailor by discipline.

- Sherri Messimer pointed out she is getting concerned regarding the lack of a Dean of Students. There are problems with engineering students, they have gone through the process, and the resolution is not acceptable. Dr. Curtis stated she talked to Kristi and she had finished the job description with HR. If there is a problem then Dr. Wren can help. If it is harassment then come to Dr. Curtis.
- Mike Banish asked about the status of the Morton Hall renovation. Dr. Curtis responded they have started. I have not gotten a report in a couple of weeks. They have started demolition.
- Mike Banish stated a long time ago we had a discussion when we were taking away freshmen engineering classes. You stated the deans are in charge of retention. Dr. Curtis stated there were lots of discussion. Mike Banish asked do you get a report on how they are doing since the deans have been in charge of retention. Dr. Curtis stated I do not know in regard to engineering but retention and graduation rates are going up and has been impacted by everyone in this room and by every dean.
- Christina Carmen state that in the Executive Committee a statement was made regarding the APLU and other institutions and some comments expressed concern for gender equity. She stated Dr. Curtis said we are ok because of Nursing. Christina stated there is a real concern in Engineering. She has concerns over the cluster we are in and the continuation of the problem with gender equity. Dr. Curtis stated we are comprehensive even in STEM clusters. There are places where it is likely to have women and places where it is not likely to have diversity. All are working on gender diversity. We recruit everyone and do our level best to bring people in. We have to figure out what we are not doing. Throughout the nation we are stuck at low numbers in engineering. Other universities are not comprehensive and do not have the diversity that we have. Am I happy with the diversity, no, but we are trying to recruit. Christina Carmen stated it would help to have women in leadership. Dr. Curtis stated we have to get women in PHD programs. Mike Banish stated we are above average in gender diversity in our department. When I came here 30 years ago in Engineering I looked in classrooms and it was 50/50 and I had never seen that. I respectfully disagree with you Carmen. There is a lot individual institutions can do. When I came here 30 years ago it was better and now it has shrunk. What have we done in Chemical Engineering to maintain but others have not. What happened 30 years ago, what happened 20 years ago and what happened 10 years ago. Why can we not go back to where we were? Dr. Curtis stated Industrial Engineering, Chemical Engineering and Computer Science tend to have more women. We have to figure out what to do and bring them in. It is not going to be done on a global level. When we recruit, we recruit everyone. All that fit our admissions standards. Keep encouraging faculty, chairs, and deans to recruit. Carmen stated as

one of two women in MAE left we would need to hire another woman. The females in MAE have not gone from tenure-track to tenured. The Committees are in the Department. Gabe Xu stated Delois met with them when they were running a search. She told them it was important to have diversity in candidates but it should not be a qualifier. Do not let it sway the decision for the best qualified for the job. Christina state there is implicit bias—if choosing best then dangerous because of who is making the decisions. Sherri Messimer stated it is known that women brought in to MAE do not make it to tenure. Carmen stated the individuals in the Department are good and we love students but as a whole something is awry. Mike Banish asked where have we gone astray.

➤ Officer/Committee Reports

- Carmen Scholz Past President—Not Present—In Europe
- Mike Banish stated the Provost has told you commencement is on December 6<sup>th</sup> on Thursday. We are not going to squeeze the Executive Committee in between the ceremonies. We will have Executive Committee on 4<sup>th</sup> of December. If we run up against scheduling issues we will shift it more. Executive meetings just like Senate meetings are open to the public. Commencement comment—because we are splitting it would look like fewer faculty. Encourage faculty to show up. Please take time to come. Mike Banish state if you meet me at Honest Coffee between ceremonies I will buy you coffee.
- Laird Burns President Elect—Encouraged faculty to attend Commencement.
- Christina Carmen Ombudsperson—No Report
- Tim Newman Parliamentarian—No Report
- Monica Dillihunt-Undergraduate Scholastic Affairs Committee: We sent the academic misconduct suggestions back to the committee and they will be sent to the Provost. Finished reading Bill 426 and will bring it back. Will send comments to the Senate.
- Gang Wang Undergraduate Curriculum: We finished the first batch of forms and look forward to the next.
- Lori Lioce Governance and Operations: David Johnson is managing the retention comments and will be sharing the results.
- Jeff Weimer Finance and Resources: We have 66 proposals for the RCEU. Notice was sent two weeks ago. We will open the final portal soon. It will run to December 21. Let faculty know if they submitted something they should notify students. We will follow up with faculty.
- Vladimir Florinski Personnel Committee: We have collected what you asked for.

- David Johnson Faculty and Student Development: We are working on the survey questions on recruiting and retention.
- Handbook Chapter 5 Tim Newman
  - The Handbook has been an 8 and one half year process. In November 2017 there was an issue separating faculty from administration. It was the qualifications for center directors. The faculty felt there was not a strong enough statement regarding the terminal degree. The administration felt there could be situations where non-terminal degree persons were qualified. The President was not willing to put a statement in the Handbook. We went back and forth with the President and he agreed to a statement and it was more of what he wanted than what we wanted but it was something workable. We took it to the Handbook committee. It went to Executive Committee and came to the Senate and it passed. It then went back to the President and we waited and waited and waited and when it came back it came back with many other issues and the director qualifications issue also came back. We brought it back to the Senate. We thought we had concurrence and now it back with more issues.
  - Mike Banish reported they looked at the Executive minutes and it is true these issues came back. We do have a new interim vice president for research but he was the Associate VP before but questions have come up and it appears no one looked at it before. The Executive Committee voted not to accept issues and new changes and go back to what we originally negotiated. You have been Informed the action came out of the Executive Committee. If you want to disagree you can put forth a motion to reopen this. We are not going to reopen this until we have finished the other chapters.
- Laird Burns reported that Mike Banish and he met with the Provost. The President is not here. We opened discussions with some issues. We need to leverage as much time with President Altenkirch as possible while he is still here.
- The Copyright Policy came back with changes from what we agreed to. It appears the Lawyers got hold of it. Hopefully you have looked at chapter 8. This has gone to Monica's Committee and to the full Senate. This is important. It discusses how we conduct business.
- Mike Banish reported Senate Bill 424 was passed out of Executive Committee. The title may be a misnomer at the moment. The Science Direct has since been saved by the Provost and thanks for that. It is however sad that it got to this point. Science Direct has gotten to be a monopoly. Backed off in this bill from the original request. Directed more to the point of databases in general is critical to maintaining the quality of the university and moving forward. If it is a monopoly the it is time for our Legislators to step up. We need to let the Chancellor and Board know our concerns. This is cleaned up from last time and I have given you some history. Tim Newman—line 19 is different from what the Executive Committee passed. Tim Newman moved, seconded by Chris Allport to bring this to the floor. Jeff Weimer—line 19—not fond of saying will be curtailed. Should be focused on investigated. Change to “will be reviewed as

resources to maintain". Jeff Weimer made a motion to change the language. Laird Burns seconded. The ayes carried. Call for vote. Ayes carried. Unanimous.

- Mike Banish Copyright policy. The Executive Committee had issues with this version. The Red changes were inserted by Legal. Does not seem fair. Laird Burns there should be a default to trigger activity not this default. Hope when this goes to committee they come up with language. There is concern the dean initiates negotiation and what if this does not happen. Tim Newman-- Point of order—this is not up for debate for language—send language to discuss. Only after the dean initiates negotiation and only after the dean fulfills his or her responsibility. Put it in writing and include timing per burns for the dean per Laird Burns. Lori Lioce--There must be recourse if it does not happen. If you have comments send them to Mike Banish and they will look at them in the Executive Committee. This is important to all. Send it out to your college and get comments.
- Mike Banish—The Provost sent Chapter 8 of the Handbook. You have the red line version of that. It was assigned to Monica Dillihunt's Committee for comments and they will work with the Handbook Committee. This is important and this is how we conduct business. We put in the format because we do not know how others schedule classes—if you have input or requirements please bring those together and bring them to the Committee so we can catalog them and look at it seriously. Some things here that should go quickly and some that we may not know are a problem or a potential problem.
- Tim Newman—the Library released a list of journals they would like to know if faculty still need or want. Electronic resources we purchase. Some are shown on databases. We got the list and the list did not have all the serials. Many have serials that are not on the list. Hope they are on the list somewhere. Mike Banish—I have a suggestion. I will invite David Moore to come to Faculty Senate in December and discuss what is on the list and what he wants and what he needs. Mike Banish said he has not seen the list in his department. Invite David to come and if not Ron can substitute. Jeff Weimer asked if the process is inverted. Should we have faculty send what they need. Lori Lioce We to get information regarding students and faculty.
- Mike Banish Will invite David Moore to come on December 13. Mike Banish will not be here. Laird Burns will run the meeting.
- Chris Allport-moved to adjourn at 2:10 p.m.