
FACULTY SENATE MEETING

October 21, 2021

12:50 P.M.

Chan Auditorium

- ***Present: Tobias Mendelson, Anthony D’Costa, Jose Betancourt, Angela Balla, Andrei Gandila, Deborah Heikes, Kristin Weger, Christina Steidl, Mike Banish, Rui Ma, Maria Pour, Emil Jovanov, Fat Ho, Gang Wang, Susan Alexander, Elizabeth Barnby, Donna Guerra, Miranda Smith, Jerome Baudry, Jeff Weimer, Harry Delugach, Vineetha Menon, Sivaguru Ravindran, Themis Chronis, Andrea Word, Sarah Dyess, Michael Crow, Ron Schwertfeger, Carmen Scholz, Joey Taylor, Carolyn Sanders, Tim Newman, Lori Lioce***
- ***Absent with Proxy: Sophia Marinova, Azita Amiri***
- ***Absent without Proxy: Dilcu Barnes, Laird Burns, Kwaku Gyasi, Bryan Mesmer, Sarma Rani, Chang-Kwon Kang, Amy Hunter, Anna Aultman, Leiqiu Hu, Larry Carrey, Gang Li***
- **Faculty Senate President Carmen Scholz called the meeting to order at 12:52 pm.**
- **Meeting Review:**
 - ***Bill 462 discussion opened and stalled on question concerning percentage of clinical faculty allowed in College of Nursing (section 7.2.1.2.2)***
- **Motion to approve FS minutes. Tobias Mendelson moves. Jerome Baudry seconds.**
 - Carmen – I made a couple of changes where things weren’t captured. We have over 2,000 classrooms. That is not correct.
 - Bob- We have over 2,000 classes.
 - Member – I sent an email to clarify attendance. I should be marked as absent with proxy, Donna Guerra.
 - Member – Same for Andrei Gandila.
 - Beth – Azita Amiri was here.
 - Miranda – I was here with proxy.
 - Carmen – All I favor. Ayes carry.
- **Accept FSEC report from October 14.**
 - Carmen – I have a few corrections.
 - Tim – On first page, change my name to your name on called to order. I move to accept as amended. Jeff seconds.
- **Administrative Reports**
 - President Darren Dawson
 - I didn’t do a written report for the FSEC meeting, because the facilities report hasn’t changed much.
 - One thing that we want to talk about today is there has been a lot of talk about the clinic. The clinics were under extreme pressure during COVID. They began operating as one clinic during spring 2020. In August, Louise went back to the

nursing college as an Associate Dean. If you talked with Amber and Connie, it was pretty stressful during that time. Provost Lindquist and I talked about the operations of the clinic. We are putting together a committee of faculty and staff to discuss operations and finances. This will start in the spring. We will eventually move the clinic to the CTC. We want some recommendations on how we should operate it and support it financially. We are hoping by this next summer we will back to normal.

- Carmen – What are the ideas that are bouncing around about reorganizing the clinic?
- President – The ideas are how we should operate it? Together or separate. That would include the financials as well. It is extremely underfunded. We have discussed bringing in a third party to operate it.
- Susan - I would like to make comments on how you move forward. I have been a patient to the clinic and worked within the clinic. Regarding the comment about revenue, it was never meant to be revenue generated. It is a tremendous resource for faculty and staff. There have been people using the clinic for ten years. As a person who has worked in the clinic, practicing care for student health and employee health is very different. I am skeptical of thinking it should go under Student Services.
- President – We aren't trying to make it revenue generating. We just want it to be able to cover its cost. We would like for it to go back to CTC instead of Wilson Hall.
- Mike – I want to say something about recovering the cost. In the case of the faculty and staff clinic, the true value is that we don't have another expense in a copay.
- President – We aren't trying to break even or cover cost.
- Bob – It is a benefit from HR. You don't want to leave money on the table. We should look at recovering cost. That in return helps provide better service. The objective here is because of COVID we were operating under the same thing. We want to see if it is worthwhile to split or keep together.
- President - The committee can give recommendations once they see the financials.
- Bob – It was put under Student Affairs in August.
- Beth – There are a lot of experts within the College of Nursing. They use software already that helps recoup cost. I hope you consider putting some of those on the committee.
- Carmen – One issue is the cost issue. It should be considered a benefit to those who work here. The other is the trust of who is overseeing the clinic. If it moves to Student Affairs, what does faculty care have to do with Student Affairs? Do we have assurance that no move will be performed within the next couple of weeks?
- President – Amber is running the clinic as one (both Faculty and Student clinics—she was running only the Student Clinic previously). It isn't put under Student Affairs yet. Todd will put together a budget part for them to look at. If the committee feels strongly that it shouldn't be, it will be heard. If you feel we should keep it separate and agree how it should be funded, we can split it.

- Carmen – No decision is made until the committee comes together?
- Bob – The decision is that Amber is the director of both. That has been made.
- President – That has been made because Louise went back to the College of Nursing. We believe that we will be able to make decisions come summer when COVID will hopefully have died down.
- Carmen – The decision will be made by the summer of next year?
- President – Yes, because we hope to be done with COVID and it gives a semester for the committee.
- Carmen – In the FSEC meeting, Tim pointed out income the university has from investments. We were taken aback from that. There seems to be money available. I would like for you to reconsider Christmas/End of the Year bonuses.
- President – Todd can look at that. We have to look at a plan for bonuses. The issue isn't clear if that has been done before. Present your questions a couple of days before so he can prepare to answer those.
- Interim Provost Robert Lindquist
 - I made the mistake of not inviting Dr. Jon Hakkila here today. We do have a new Associate Provost for International Services, Academic Integrity, and Dean of the Graduate School.
 - Faculty hiring has been approved. Almost have been signed. The 28 or 29 tenure track faculty will be sought after and hired.
 - The Provost search is underway. The committee has met for the first time. The ads will go out soon. You will receive an email for soliciting candidates. We have a wealth of knowledge here. If you know others that would be a good fit here, encourage them to apply. The target is July 2022. It is very important to know that if you know someone on the committee, they have signed a confidentiality report. They cannot mention anything in regards to this search.
 - Last time we were here a comment was made about retention reports. They were put on a Google Drive for the FSEC members to access.
 - Ron – I have a question and not sure if it is for the President or Provost. When I looked at the notes from the FSEC minutes, I noticed a comment that it was hard to police masking. I acknowledge and understand that. It is a small step to protect the campus. It was pointed out that if someone takes away a measure it is hard to reinstate that. Our percentage of vaccinated students have not changed. If we aren't even at 50% of vaccinated students, are we doing anything to increase this with considering stopping masking?
 - President – For the classrooms/labs, we still have mask requirements. The only area that the mask would drop off is the dining halls and fitness center. We ran this by the Communicable Disease Committee and 9 out of 12 agreed to do this hybrid approach. No decision has been made for January.
 - Angela – In terms of academic areas, is that where the issues are? This policy would mandate mask in the hallways? The virus doesn't stop at the classroom door. The only place mask would not be required is the cafeteria and fitness center?

- President – No, I am saying the classrooms and labs there wouldn't be a mask requirement.
- Angela – They walk through that area breathing that air. Scientific evidence proves that.
- President – If you go to the dining area, you will see that this would be the best to phase out.
- Member – The CDC even states that mask should be used even with vaccinated. Why is UAH wanting to go against the CDC recommendation?
- President – You can email the task force. UA is dropping mask. If you have a question, you can email us to ask the task force.
- Andrea – What is the timeframe to publish the decision?
- President – If we decide to go this route, it will be next week for November 1st.
- Bob – The reason that happens is because the UA System will remove any requirement on October 28th. The mask mandate is gone at that point. There is no intention of extending it. Then it is up to us to decide how to proceed at UAH. It could be even more difficult to enforce if the system drops the mandate. The faculty member controls the classroom.
- Mike – Bob, you fail to mention this week, Tuesday morning, we passed a bill. We have a few minor concerns. I think you deserve credit for allotting those nine positions for engineering. I want to compliment you for taking that stand.
- Bob – Most of it has the work done in the departments. I just work to continue it.
- Sarah – If there is going to be an announcement in a week that UAH will not require mask except in the classroom and labs, is it impossible to extend that to academic spaces? There is a clear line as to when they should have it on. I am an instructor and it is my responsibility for their safety. If there isn't a policy, I struggle to enforce. There are students with concerns and faculty still double masking. We could still wait until after the holiday season. We could see hospital data at that point. That would be my recommendation.
- President – You are saying is when you are in an academic building you have to wear a mask.
- Member – I second that. It encompasses movement through hallways, faculty offices. It makes a lot more sense.
- Joey – When is the task force meeting? I think another concern is they will go home for Thanksgiving and come back.
- Bob – It is different than last year. Our numbers are a lot lower than last year at this time. We are about ten students per week with cases.
- President – We can bring that up again. Eventually we are going to have to do what we are talking about. We can't wear mask for an eternity. We want to get rid of them. If we have to turn it back on, we will. If there is an upsurge during Christmas, we will turn some protocols back on. Everyone is used to it and we know how to do it. There are people ready to get back to normal. People have had a while to make a decision to vaccinate. If they haven't, they made the choice.

- Member – It isn't just because of unvaccinated. I go back to the email stating that the UA System would be the safest in America. So now we are going against guidelines. The virus doesn't stop at a doorway.
- Sarah – I think it would be a lot easier to leave a policy in place for masking. I would like to avoid angry and maintain a policy that everyone is okay with.
- Jeff – I would like to return to something that came up last FS meeting. It is in regard to the withdrawal policy. There is a serious concern. There is a picture of how you think it should operate, the picture of how it is operating, and the issue with faculty of how different those are. We are concerned that in January students will not be withdrawn that should have been. Then by the time it should be fixed, we will be told to let it go.
- Interim Provost – There is not a single case of that happening. The system is working. If you get a grade and it isn't passing, the advisor is made aware. You have to give me an example for me to track this.
- Jeff – What I think would be helpful, come January you would report the number of students that withdrew late. When a new policy is implemented, there should be assessments that the change did work. I think that would help us assure that both sides are doing the right thing.
- Interim Provost – We had a lot of interesting changes. The withdraw date is the only thing that changed. A different issue is co-requisite. Rhonda looked into this and couldn't find one case where there was an issue.
- Jeff – We look forward to the report in January.
- Member – From the university level is there a second layer being looked at? For example, the limit of withdrawals.
- Interim Provost – They have been doing that now. You are right there is a limitation on how many times you can take it and fail.
- Member – There will be a limitation?
- Interim Provost – That is really a program requirement.

➤ **Officer/Committee Reports**

- Carmen Scholz, President
 - Last month I was told that there were issues with understanding me. I am sorry, I do have an accent. Please let me know right away if you don't understand what I am saying. One item of concern is what is happening in Georgia in regards to tenure. From the announcement of turning tenure into a continuing reappointment, it took nine days for implementation. That is a concern of shared governance and tenure.
 - I had indicated that I am the representative for UAH at the Federal Demonstration Partnership they meet every three months. I gave a summary in the summer. Some changes have been made, please notify your faculty if those funding agencies are relevant for your faculty. Those going after NIH funding, they have childcare support now. And, their biosketch goes to five pages. If you applied to NSF, they changed the biosketch to three pages. They do not have childcare support but life balance supplements. The Department of Education will have a CARES Act extension. I reported on foreign influences and told you in the summer there was a discrepancy between consulting obligations (Non-disclosure agreements and disclosing demands by federal funding agencies). The funding agencies removed the requirement as long as your consultant working is approved under your university.

They have no idea on how to deal with journal editors. As for the CV's the Federal Demonstration Partnership is on a common electronic place to store this so you don't have to regenerate multiple CV's for multiple funding agencies.

- Joey and I met with the President and Provost. The dual email verification is a growing concern. You have received a notification that you have to set up dual verification. I did complain about this. The other issue I brought forward is the university requires me to have a cell phone to do my employer's work.
 - We talked about the withdrawal mechanism. We talked about Legacy students that have been here for a long time. We talked about diversity and hiring of faculty/staff. We discussed how we can improve on spousal hires. Often we hire someone, but they leave us because of the issue of the spouses' employment. The university provided employment opportunities for the spouses of the last three deans who got hired, but the same courtesy is not extended to faculty.
 - We have been presented with an edited Title IX Policy. Please direct comments to the Personnel Committee and Faculty Development Committee.
 - Themis Chronis had put forward interesting ideas and student comments on recruitment. Faculty have been removed from any recruitment efforts. Themis will meet with the lady that is in charge of undergraduate recruitment.
 - Jerome – What do you mean we aren't involved?
 - Carmen – Recruitment of undergrad.
- Joey Taylor, President-Elect
 - A few quick notes from the BOT meeting. UA and UAH have had four years of no increases. UA and UAB are above average, UAH is right at average. As far as other raises at UA and UAB. UA had a budget surplus of \$55M. Their raise pool was \$12.7 million (2.5%). They increased GTA stipends through additional of around \$600k. UAB opened by stating they focus on taking care of their ~~own~~ people. They had a positive bottom line last year of \$14 million and their merit raise pool was \$25 million. The UA system conferred 43% of total degrees in Alabama, including 42% of undergraduate degrees. We did receive one new bill for this senate, 468. This has to do with obligations for Deans to meet with faculty in regard to department chair evaluation.
 - Tim Newman, Past President
 - We passed senate resolution one in regards to raises and received a response. I started thinking about the baseline for comparison. It should be from the last time we received a raise (2019). I looked at the financial statement from January. If you look at tuition and fees it increased by \$1.7M a year ago. The state appropriations increased \$4M. We should use 2019 as a baseline. This is recurring money that came into UAH. We have that on top of the \$400K from this year. Each million would find a 1% raise. There should be enough for a 5-6% raise. I wanted to update you on what I presented to the administration. There is money for a raise.
 - Harry – I assume they enthusiastically embraced this?
 - Carolyn – What Tim laid out was very impressive. There wasn't much said by the administration. President Dawson did state that this should be presented to Todd Barre. Is it possible to invite him to address this?
 - Carmen – I think it would be better addressed in the budget committee. I would like to see what the response would be from them and reported back to us. It was quiet in the FSEC meeting after the presentation. We were

shocked to see the monies that are available. There is money floating around and apparently hidden.

- Joey – The system financial portfolio allowed them to be gleeful as to where we are (nearing \$6 billion in total assets and with better than expected investment gains so far this year).
 - Member – There are many factors. The amounts of money coming from different sources. Another thing to consider is the allocation of the money. We need to look at the input and output that determines these decisions. There is more to look at. Rather than the availability to the faculty, Frank Franz put together a budget down to the \$100's for the faculty. There is no reason as to why the faculty can't have access to these documents.
 - Carmen – Your point is very well taken. We did ask for that information. They offered to train us to read certain statements. There is always a go around rather than showing us the data. My opinion is with our reserve being spent down from \$60M to negative. Todd Barre wants to build that reserve back before he lets another penny go. That seems to be governing any decision being made.
 - Member – There were large sums of money in lines that no one really understood. You're questioning what decisions they should make about allocations of funds. How much input should the faculty have? I think the position would be that we have significant input in that process. You will need to a few people that are willing to take time out of their schedule to work through the information. There was a time 25 years ago when it was pretty routine.
 - Jeff – I support your sentiment on the Todd Barre. My sense from the budget meeting is to ask politely that was driven by the BOT's themselves.
- Mike Banish, Parliamentarian
 - No report.
 - Carolyn Sanders, Ombudsperson
 - No report.
 - Ron Schwertfeger, Governance and Operations Committee Spokesperson
 - We are working on the replacement of senators. We have two committee elections that need to be completed. I will pass out ballots.
 - Christina Steidl, Undergraduate Curriculum Committee Chair
 - No report. We will meet briefly after.
 - Laird Burns, Finance and Resources Committee Chair
 - No report.
 - Beth Barnby, Faculty and Student Development Committee Chair
 - No report. I will be emailing the committee.
 - Andrea Word, Personnel Committee Chair
 - We will bring forth a Bill 457 before the FSEC next meeting. We will look at the Title IX Policy.
- University Committee Reports
- Mike Banish, Financial/Scholarship Committee
 - We met and there is a new scholarship matrix. It wasn't presented for a vote. It was presented without discussion. It tracks what everyone else is doing.
 - Andrea – Can we see the matrix?

- Mike – Yes, I will get a copy.
- Carmen – You may want to share that with Laird.

➤ Bill 462

- Carmen – This bill has been before the senate and passed second reading in July. It came back up in August and did not pass. It is an incredibly long document. Do I have a motion to consider? Mike moves. Carolyn seconds.
 - Lori – We would like that it leave College of Nursing as has an exception.
 - Andrea – Is it under tenure or clinical? It is under 7.2.1.2.2.
 - Lori – There it used to say “with the exception of College of Nursing.” (regarding stipulation that clinical faculty shall not constitute more than half of total faculty)
 - Carmen – Second for motion? Donna seconds.
 - Mike – I call for secret vote.
 - Lori – We want to discuss this first before vote.
 - Tim – It is my understanding that the current catalog has no exception. Frank Franz came and always compared us to the University of Indiana. We were always compared to. I looked at their policies. In fact, no unit can have more than 40% clinical faculty. Perdue also has something on that. Generally, no more than 15% on the West Lafayette campus may consist of clinical faculty. I bring this forward that there are many other universities that have targets for tenure versus non tenured. We need to move toward that here at UAH.
 - Mike – Andrea took over for me in Personnel Committee. The thought here is to bring us in line with other institutions. The second thought is what is a continuing problem is exceptions for XYZ. It is always allowing exceptions. The faculty handbook should reach all and not have exemptions. We do have a college on campus that is granting degrees with no tenure track faculty. This isn’t the final document. The President, Board, and Chancellor’s Office will weigh in on this document.
 - Andrea – I don’t know where it belongs. Where was Indiana’s information posted? It was posted on their webpage. I was curious about how much bite this has. The long term is to protect TT lines. Medicine and nursing is going to be different wherever it is. I think medical is different.
 - Member – The importance of having faculty and nontenure faculty. I think it should be considered what nursing colleges are doing. We need to present a united front instead of all these exceptions.
 - Lori – We would ask that we wouldn’t have an arbitrary percentage. The original handbook doesn’t have the exception. The Chapter 7 we passed in July had it in it, but this version has it removed. We request it be put back or sent back to committee. We want the same things as every college but that percentage will not work for us.
 - Carmen- Would the 50% put you in the position to hire more?
 - Lori – No. They are not going to put in 12 hour shifts in the hospital.
 - Donna – I am agreeing with Lori. We are different. Medical and nursing are different.
 - Suzanne – I am not disagreeing with my colleague. Our PhD program is growing rapidly and requires tenured faculty. I would like to say that the language is a target and may could be changed. There is some value in this chapter to negotiate later.
 - Jeff – The idea is to make an exception for nursing. The College of Nursing should come forward with statistics.

- Lori – We just asked you to leave it in until you come up with statistics.
- Carmen – We are out of quorum and it will be tabled.
- Andrea – I am deferring.
- Beth - I am deferring until next meeting.
- Carmen – Motion to adjourn.
- Meeting adjourned at 2:27 PM.