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**FACULTY SENATE MEETING**  
**April 19, 2018**  
**12:50 P.M. SST 050**

***Present: Chris Allport, Laird Burns, Kevin Bao, David Harwell, Joey Taylor, Joe Conway, Andrei Gandila, Anne Marie Choup, Yu Lei, Yuri Shtessel, Fat Ho, James Swain, Kader Frendi, Gang Wang, Christina Carme, Angela Hollingsworth, Sharon Spencer, Monica Beck, Shanhu Lee, Roy Magnuson, Carmen Scholz, Jeff Weimer, Tim Newman, Shangbing Ai, Lingze Duan, Vladimir Florinski, Monica Dillihunt, Shannon Mathis, Ron Schwertfeger***

***Absent with Proxy: David Johnson, Kyle Knight, Tingting Wu, Fran Wessling, Lori Lioce, Harry Delugach***

***Absent without Proxy: Milton Shen, Sophia Marinova, Katie Baldwin, Carolyn Sanders, Deborah Heikes, Dianhan Zheng, Mike Banish, Earl Wells, Ann Bianchi, Amy Hunter,***

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

***Guest: President Bob Altenkirch***

- Faculty Senate President Carmen Scholz called the meeting to order at 12:52 pm.
- **Meeting Review:**
  - **Response to Sexual Misconduct passed.**
  - **Bill 420 passes second reading unanimously.**
- **Approve Faculty Senate meeting minutes. Kader Frendi moves. Member seconds. Ayes carry.**
- **Accept FSEC Report. Kader Frendi moves. Monica Dillihunt seconds. Ayes carry.**
- **Administrative Reports**
  - President Bob Altenkirch
    - I am going to discuss Morton Hall and then retention data we received from SACS. The building will not change on the outside. The only change will be some added windows on the ground floor. We will be making an addition to the building. Morton Hall residence will move out to CTC in May. They will move back in December 2019. The addition will be done in the summer. The greenway will turn and terminate. The addition on the ground floor will have three classrooms and a black box theatre. The second floor will have three 100 capacity classrooms and two 40 capacity.
      - Kader – I didn't see any addition for parking space?
      - President – No, there isn't any net added. The parking lot will change in orientation.
      - Kader – If you add classrooms, they will come from Tech Hall, there won't be any parking.
      - Tim – We had a meeting in CTC a few months ago and I was late due to no parking. I parked by the tennis courts. We are adding 380 additional

student bodies and faculty with no parking. Faculty are already asking where will we park? My building is at the far end of campus.

- President – We will have to take a look to see if we want to add. There is land between Spragins and University Place School that is an open field. We looked at one time to put parking there. There is space.
  - Tim – If you go forward, does that mean the plans for the Cyber School would not be the same?
  - President – The ones taking the lead of the school, their preferred location is at the south end backing up to 565. There is no master plan of a building. I showed them the site on the north end, that wasn't attractive to them. If this school is on campus, it starts at 7<sup>th</sup> grade. We will need segregation between them and everyone else.
  - Kader – Since we own the Executive Plaza that would be a potential for an overpass. There will be a lot of traffic.
  - President – The discussion is for an overpass for pedestrians and bikes, not vehicles.
- I want to discuss retention data that we received. There is a plot of US News and World Report ranking. This correlates with graduation rate. The formula that US News uses for the ranking uses graduation rate. The blue dots are all institutions in the ranked list. The red dots are us. They go from left to right. The left is 2011 and then 2015-2018. US News 2018 ranking is based on 2016 data which is a 2010 incoming class. We are moving to the right. That means the ranking number is getting bigger, we are going to the bottom. We haven't changed our graduation rate. Other institutions are raising the graduation rate. New institutions are bumping out others. Some that have crept in have high rates, not that they are good institutions. We have looked more carefully at this. SACS sent us some data. This shows the six year rate for 2016, the 2010 incoming class. We are listed in this list along with 20 peers. The other column comes from data that SACS tracks. The National Clearing House shows that 66.3% graduated from somewhere, 49% graduated from UAH. The twenty other institutions were 68.7% based on National Clearing House. I have heard the rate is low because they take jobs before they graduate. That doesn't seem to be true. They are graduating. I don't think that is an answer. Financial reasons, some but again, they are going somewhere else. Leave because they are not doing well? They have to be doing well to leave and go somewhere else. There are some degrees they are getting that we don't offer. We can get rid of some of the reasons.
- Roy – The cohort is pretty low. Have you tried just asking the students?
  - President – Yes, you get all kinds of answers. Then the other reason is if they are telling the truth. I believe, Christine, aren't we doing that again?
  - Provost – Yes, we contracted out to a research firm to use their expertise. They should be sending us their sample survey soon. They are baffled as to why we are constantly losing students. The retention from freshman to sophomore is ok. The sophomore to junior and junior to senior is the issue.
  - Jeff – If somewhere starts here in program ABC and transfers to another school for program ABC, what are we not doing to retain them here and we are losing them. You are saying you don't know, but there is a reason they are leaving. We aren't doing something right.

- President- We know something isn't being done right. What is causing them to leave?
- Jeff – If they want a degree in chemistry here and then get a degree from physics from another institute, how many transfer somewhere else and stay within the same degree?
- President – That is what we are looking at. We are looking at all the characteristics. We know they aren't going home.
- David H. – They are getting away with mom and dad. They say two years here and then let them go wherever. We have a unique demographic of high school students.
- President – We are looking to see if they are commuter students. This is also the class that came in 2010. To see the impact of things being done takes a few years.
- Carolyn – The 2010, would that be those that graduated the spring of 2010 semester?
- President – They came in at 2010. If you graduated in 2016.
- Carolyn – Are Co-Ops significant enough to matter in this?
- Provost – They are caught in the 2016 graduation rate.
- Member – I am from Marketing. There are two customers, retaining and returning. You have to find something unique that will set us apart.
- President – We don't have trouble attracting students, we have trouble keeping them. They like that they can get good jobs after they graduate. We are the fastest growing town. They like all those things. It's more expensive to recruit than to keep them. We want to keep them and see them graduate. The ones with the higher native graduation rate, what do they have that we don't? They have an age that we don't have. We don't have athletic reputation. Christine put together a list of things that have been done and are being worked on. A real task is to figure out why they transfer. Why do they spend two years here, and then leave?
- Laird – Are there certain disciplines that take a harder list?
- Provost – Typically engineer and science are the best in graduating students. Bob asked me to put down a list of things that are being done here. We have top notch students in our programs. I tried to think of everything we have done in the last 4-5 years that has impacted retention. I think all are good and you may be able to think of more. The thing that is so puzzling is what are we not doing? What are we missing? We have asked Hanover to develop a survey and conduct it. We will bring the results back to you in the fall. Whether that will tell the real reasons or not, I don't know. Give us your thoughts. What do you think that we can do to figure out the problem and address it? I think it will take all of us working on this together. It's important as an institution and ranking, but it's more important to the student. We need to do this for the students.
- President- When a student enters a class, the student swipes a card, they then match up the performance.
- Jeff – Watching through my period here and in my classes I teach. What I remember from my undergraduate years wasn't the how the campus looked, but the faculty. The ones that wanted to meet with me and advise

me. When we were doing proactive advising, I loved it. I got to know students and track through with them. We have lost that. It has been taken away from us. There are departments that say we won't do it. I am asking that some thought be given to proactive advising. Maybe give some rewards so they will be a proactive faculty member. That is what we are missing.

- Member – I agree with Jeff. I spoke with several students from different engineering departments. The two different trends were they discuss the professors. The ones I have heard from that left all said it was because of the professors. I completely agree with Jeff. The students aren't leaving because of bad grades, they aren't happy with the faculty here.
- Member – From marketing perspective, the survey may not be the best approach. They may not be able to express themselves.
- President – Some students have trouble making friends. Some engineer students are introverted and it makes it hard for them to make friends.
- Christina – You said engineering and science are the best, do you know the numbers?
- Kader – I have raised the point several times that the advising is bad here. In my own teaching, once they discover I am not a monster, they start coming back. I think that is what we need. We need early contact with the students. They have this notion that we put them down.
- Member – I have a daughter that attends MSU. I have access to her account from her scan card. I can see when she is tardy, misses, or grades. I am not a helicopter mom, she gave me access. In the college of nursing, we have adopted the program; we give them a knowledge ticket. That checks attendance for us.
- Laird – I have a 4/4 correlation between grades and attendance. I use attendance quizzes that counts towards their grade.
- David S. – My sister is sending her son to this institution. He has some social issues. She is scared to send him anywhere but here for the first two years. She wants to see how he does. Parents let us try them out. It is our goal to keep them to stay. We offer the ability to give the students the chance to become independent.
- President – We want to see if they are commuter students. In 2010, there was fewer living on campus opportunities.
- Member – If the students spend two years with us. We need to explain to the students it is easier to continue their education with us. We need to give some incentives to junior and senior students. We should make them feel proud to be a junior or senior here.
- President – To me it is perplexing. Statistically, they have some kind of financial aid or scholarship. When they go somewhere else, that becomes a lot harder for them to obtain.
- Laird – I recognize that engineering and science students are more introverted. At my son's school, the bandwidth was substantially more. They socialize in their own way.
- Member – I think it is important for the student to feel some affiliation with the school. There is a difference between high school and college. Some

talk about football programs. They don't break away from what they are affiliated with. We need to give them something to be more proud of.

- President – Athletes graduate at a better rate. They don't want to go somewhere else. The athletes that come here aren't going to play professional sports. They know that. They know when they leave here that's it. They want to stay here and keep that. You have to have cohort groups. Athletes are one prime example. I would think nursing is another example. If you aren't connected, it is hard to stick around. People like to live in a nice house. The physical appearance does have some factor. We don't have anything around the campus. Right now, you are just coming here to go to class. There isn't anything around here. Most places have something around the campus that allows the students to relax.
- Laird – Which data sets do we have access to? Can we play with those numbers? It may give us a chance for us to see something.
- Provost Christine Curtis
  - Registration is going on now. After May 1<sup>st</sup>, no one registers. Please encourage them in class to register.
  - On August 24<sup>th</sup>, Dr. Sandra McGuire will be here. She will be talking about her book. They are selecting specific topics right now.
  - We are in the process of sending out a call to anyone serving as the Collaborative Learning Center Director.
  - The board of trustees approved the PhD program in Nursing.
  - The Center for Regional Transportation Management has been established in the civil engineering department. It is open for collaborative research throughout the university.
  - The AHSS Dean search is ongoing as we speak. The fourth candidate will be in next week.
  - Graduation is on May 6<sup>th</sup>. It is a time of celebration. It sounds like we will have a record number of students graduating.
  - We are going to have Faculty 180 for us to put in all our information and do our reports. By May 15<sup>th</sup> you need to send in your CB.

➤ **Officer/Committee Report**

- Carmen Scholz, President
  - It looks like we will have an additional senate meeting in May. After the BOT meeting, the FSEC Presidents meet. UAH was in favor of the bus tours. We would take the younger faculty to see other campuses. UAB and UA were against it. We turned this data into Chancellor Hayes. Dr. Burns decided to give out a Chancellor's Choice Award. We would bring the faculty together to present the award they won, and then the Chancellor would give out an award. The idea is to bring these tenure track faculty together. We asked the Chancellor to pay one night in the hotel so they can have dinner together. This is the best opportunity to create collaboration. We are quite hopeful that this idea will find open ears.
  - We also discussed Board Rule 108, Child Protection Policy, and Sexual Misconduct Policy. Many are confused about the Board Rule. The other two campuses are not aware of the two policies.
  - This is a sheet to show the bills we worked on and the resolutions. For some of the bills, we have answers and some we are waiting on answers.

- Also this weekend, I found the salary report from AAUP. This is the salary averages for public schools that are PhD bonding. I thought that was interesting. This also published administrative salary.
- Christina Carmen, Governance and Operations Committee Chair
  - I have two items. One regards the new senators for the upcoming term. I want to thank the governance committee. They did a nice job this past month sending out emails. We only need four senators. One department is meeting tomorrow morning and they will elect at that meeting. There was an email sent out inviting newly selected senators to this meeting. We appreciate you agreeing to serve on the senate. We look forward to the attendance. The most important thing is attending the meetings. If you can't, please appoint a proxy. You are an important liaison to your department. One other minor comment, I think there is a culture of complaining when asked to serve. We would like to try to avoid that. I don't think it is that much of a time commitment. I think it is a great service and volunteer opportunity. There are two positions that need to have nominations for – President-Elect and Ombudsperson. We need to nominate individuals for this position. You can self nominate or nominate another person. The deadline for nominations is tomorrow at 12:30 pm. I want to send all nominations to Peggy Bower tomorrow and the email sent out early next week. The week of April 30<sup>th</sup> the decisions will be sent out.
    - Roy – Who has been nominated?
    - Christina – One person is nominated for Ombudsperson, two for President – Elect. Two for President Elect is Laird Burns and Deborah Heikes. One for Ombudsperson is Christina Carmen.
- Monica Dillihunt, Undergraduate Scholastic Affairs Committee Chair
  - No report.
- Tim Newman, Parliamentarian
  - No report.
- Laird Burns, Finance and Resources Committee Chair
  - In RCEU, we had the last three positions, two students were unavailable. Mike Banish, Past/President-Elect
- Kader Frendi, Ombudsperson
  - No report.
- Vladimir Florinski, Personnel Committee Chair
  - No report.
- David Johnson, Faculty and Student Development Committee Chair
  - No report.
- Anne Marie Choup, Undergraduate Curriculum Committee Chair
  - She wanted me to relay that the committee work is caught up. All proposals are up to date. We are meeting next week.
- Tim – I move that we suspend the rules and bypass Bill 420 and go to the response of sexual misconduct. Kader seconds. Ayes carry.
- Carmen: You received the sexual misconduct policy. You have received the response from me. I assumed that you read through the policy. We have said that it may be too graphic. The concerns of the FSEC came up and I have summarized them. In the addendum, we have a list of scenarios where this policy may prove to be difficult or inappropriate. The President expects an answer from us.

- Tim – I would like to move that the senate accept this response and forward this to the President. I am glad that you put this together. The length of the policy is a concern as well. The policy is long and graphic. I think it is unlikely that a new faculty will go through this. There is a lot of reading to do. I think unfortunately they will be ignored that are this long. They need to be brief and to the point. It states a lot of things that are unnecessary. We need to say things more briefly.
- Carmen – I think that was expressed in the letter.
- Roy – I want to second Tim’s motion to accept.
- Member – I read this addendum. I think this should be reread for corrections.
- Carmen – I will polish this up.
- Laird – I believe the word “queer” is in there. I think we should use some updated language. I don’t think that needs to be in the message we are trying to convey.
- Carmen – All in favor of this document with polished language. Ayes carry.
- Bill 420
  - This hasn’t passed second reading because we didn’t get to this last month. The last be it further resolved was added this past month.
  - Tim – We were debating this. No motion is needed for this.
  - Roy – Motion to delete the last 11 words.
  - Carmen – Does the author accept the amendment?
  - Jeff – Yes.
  - Carmen – We have an amendment to delete this section.
  - Roy – It makes it clear what we want. I think the probability of upper administration taking our advice is relatively low.
  - Carmen – All in favor of the amendment. Ayes carry. 2 abstain. All in favor in bill amended. All in favor of ending debate. Ayes carry. All in favor of bill. Passes second reading unanimously.
- Kader Frendi moves to adjourn at 2:19 pm.