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**FACULTY SENATE MEETING**

**July 8, 2021**

**12:50 P.M.**

**Chan Auditorium**

- ***Present: Dilcu Barnes, Candice Lanius, Joey Taylor, Kwaku Gyasi, Kristin Weger, Mike Banish, Abdul Salman, Fat Ho, George Nelson, Kader Frendi, Susan Alexander, Azita Amiri, Donna Guerra, Mark Reynolds, Seyed Sadeghi, Ron Schwertfeger, Tim Newman, Carmen Scholz, Laird Burns***
- ***Absent: Tobias Mendelson, Sophia Marinova, Kevin Bao, David Allen, Jose Betancourt, Andrei Gandila, Jeremy Fischer, Christina Steidl, Seong Moo-Yoo, Emil Jovanov, Bryan Mesmer, Amy Hunter, Darlene Showalter, Leiqui Hu, John Mecikalski, Jerome Baudry, Harry Delugach, Sivaguru Ravindran, Gang Li, Paul Whitehead, Carolyn Sanders***
- ***Absent with Proxy: Elizabeth Barnby, Melissa Foster, Jeff Weimer, Huaming Zhang, Andrea Word, Sarah Roller***
- ***Visitors: Rainer Steinwandt, Jennifer Bruzele, Dana Skelley***
- **Faculty Senate President Tim Newman called the meeting to order at 12:52 pm.**
- **Meeting Review:**
  - **Bill 463 adopted as amended.**
  - **Policy 03.01.02 passed.**
  - **Bill 462 did not pass second reading unanimously and will be brought back for third reading.**
- **Tim – We will keep record of everyone in the room. If you have a proxy, please let me know when I call you. I called the senate meeting today because have a number of reorganizations happening here at UAH. I was hoping that the President or Provost could attend to give more information on those. There are quite a few rumors in regards to our finances. I was hoping that you would be able to hear more on those today. After scheduling today, I learned that the Provost was unavailable as well as the President. You won't be able to hear from our administrators or ask questions. I am going to tell you what I have been told. My information is one to two weeks stale. What you are hearing from me is from a filter that is why I wanted you to hear from administration.**
- **Approve FS 617 meeting minutes. Motion to approve: Kader moves. Azita seconds. Is there any motion to amend? Then let's vote on approving senate meeting minutes. Ayes carry.**
- **Accept FSEC Report from June 30. Motion to receive: Kwaku moves. Mike seconds. Is there any motion to amend?**
  - **Donna – I did notice a misspelling of a name on page 3. Change Karen Trip to Karen Frith.**

- **Tim – Asked for unanimous consent – received; amendment will be accepted. Let’s vote on minutes as amended. Ayes carry.**

➤ **Officer/Committee Reports**

- Tim Newman, President
  - Before I share my report, I will pull up the administration report from June 30. I will pull it up and allow you to read through it. The first one is President Dawson’s report. My recollection is a question was asked about the front building of Executive Plaza. I asked would that building be preserved. I believe the answer was it might be preserved longer than the others. I believe he also stated that space would be found for library storage. Next, I am sharing out the Academic Affairs brief. The main reason for the meeting today was to make you aware of the organization changes. The interruption in the Provost Office will not stop the search proceedings.
    - Laird- The Business School Dean Jason Greene has been reappointed.
  - I received communication that the Provost will be here until the end of July. There will be an overlap of the incoming and outgoing Provost for about two weeks.
    - Laird – Bob Lindquist was appointed interim. He is not a candidate for the full Provost position. He will be chairing the search committee but we will have an external search committee.
  - The next part of the report is on enrollment. Last summer was a record year for credit generation.
  - I think you really need to know where we stand on enrollment. I think some may have heard we were 10% less than we were a year ago. Here are the numbers as of June 1<sup>st</sup>. I think you all should see is our FT Freshman numbers are trending about 20% below a year ago. Our sophomore numbers are -15%. As a result on June 30<sup>th</sup>, we are off about 4.9%.
    - Donna – Do we know if any of those differences in freshman and sophomore numbers are contributed to the withdrawal period? Could it be they haven’t obtained those hours to move forward?
    - Tim – I am not sure.
    - Donna – Having that withdrawal policy for three consecutive semesters may have caused those issues.
    - Joey – Is this the first or second year we are rolling back on scholarship matrix?
    - Laird- The second year.
    - Mike – The only rollback roll back to scholarship is we set it at dollar amounts not percentages. There were no raising of GPA’s. The question is always for me is not the number of students we have lost but the income that we have lost.
  - The next item is the registration campaign. Lastly is a report of who is not registered. You have seen some of the reorganization information. The most critical is the replacement of head of Academic Affairs. We need to view this as a challenge as where do you want this administration to take the university. We need to think about our priorities. We have discussed our pay. It is an issue. Is this going to be a priority? Is the priority a faculty head count? Do we need an adjustment in support for faculty? Some other institutions provide some sort of these supports. Have we kept up in grading support? Some of your units are blessed with Course

Caps and others have not. It is not acceptable. What about summer duties? Some provide pay for these extra duties. Is our GT compensation rate acceptable? It would be nice if we could address all of these. I want to hit on our enrollment standings. Our central reserve went from \$60M to under \$2M. The university is not in the position to withstand major disruptions. You all need to be made aware of that. There is some good news. The VP for Finance told us that the tuition would not increase but infrastructure money would. We have a supplemental appropriation for technology. As long as the economy holds up, that will be released to us. It is close to \$3M. For the coming FY, UAH will get \$3.9M new monies. We were appropriated \$34M in CARES. We have \$18M left with \$8M - \$9M going to students.

- Kader – Is there a discussion of raises for faculty with the good news on budget?
  - Tim – Todd stated there was some discussion on the raise pool. I think the target is 2%. I did understand if the enrollment campaign didn't pick up steam that would have to be reconsidered.
  - Kader – They are painting a good financial picture.
  - Tim – We had \$20M in one set of reserve pots in Sept. 2019. In Sept. 2020, those had increased to \$24M. Those are targeted to individual units. We could have our central reserve go negative and temporarily borrow from those. There have been talks about pulling those funds back. My understanding is that we have one from \$60M to under \$2M in central reserves.
  - Mike – We did pass a resolution asking for budget transparency for the budget book. You said you thought you saw a response?
  - Tim – Yes, I just haven't processed it yet. [Editor note: later search – after Senate had ended - revealed there had not been a response.]
  - Laird – Todd has to work with the President and System Office. He has been open and shared what he could.
  - Jeff – Do we have anticipation to hear if the system is going to require vaccinations for the fall?
  - Tim – The system present is that is not required. That decision could be reviewed especially if it moves off the emergency list. There are some concerns of mandating that.
- Carmen Scholz, President-Elect
    - When I attended the .... , I am representing the faculty. I will summarize and please pass on if it is interesting to your faculty. NIH will have diversity as a scoring part coming next year. The discussion shifted towards equality in funding. There is no such thing. If you are in a poorer university, the chances of funding drops. Native American and public institutions were stated to be biased in funding. Numbers show that people get funded after failing the time before. This biased is real and exist. We should not make it a sword to our tenure decisions. I feel these biases are being used in tenure decisions. NSF increased biographical sketch to 203 pages. NSF has continued to look at administration burden to faculty. That has remained the same. NSF bio sketch goes to 5 pages. They put more emphasis on work life balance. They are putting funds toward child care support. NASA funding is now requiring you to report. The NASA representative stated they are looking for

visionary and credible proposals. The rest of the conference then turned to the next issues which seems to be foreign influence. A bunch of science from various countries published an article. The Chinese stated he received funding from Chinese government. The American publisher then got in trouble for co-publishing with the Chinese. Is this acceptable? We are paid for nine months, three months we are not. Our benefits continue during these three months. How does that play out in reporting? In reporting issues, the administration tries to shift the responsibility on faculty. The reporting issue for nine month faculty is not resolved. If someone signed a NDA, then everyone is in trouble. You cannot report what is in the NDA. You then break one rule or the other. Please convey to research faculty.

- Laird Burns, Past President
    - No report.
  - Mike Banish, Parliamentarian
    - No report.
  - Kader Frendi, Governance and Operations Committee Chair
    - No report.
  - Azita Amiri, Undergraduate Curriculum Committee Chair
    - No report.
  - Jeff Weimer, Finance and Resources Committee Chair
    - No report.
  - Kwaku Gyasi, Faculty and Student Development Committee Chair
    - No report.
  - Mike Banish, Personnel Committee Chair
    - No report.
- Bill 463
- Tim – Is there a motion to approve on third reading? Mike moves. Carmen seconds.
    - Mike – I would like to motion to make an amendment to add in my statement at the end of 6.2. “Faculty Senators are expected to solicit the opinions of the Faculty in their respective Academic Units however, Administrative personnel should refrain from influencing Faculty Senators’ opinions.”
    - Tim – Is there a second? Kader seconds.
    - Laird – If you think that is sufficient that is fine.
    - Tim – Let’s vote on the motion to amend. Ayes carry.
    - Joey – What do you mean by administrative personnel?
    - Mike – Every level but within the academic unit as well.
    - Joey – I didn’t know if we needed to clarify what we are talking about.
    - Laird – Is the definition of a chair in the faculty handbook fall into administrative personnel? There have been issues with Deans having conversations in the past.
    - Mike – Chairs are eligible for faculty senate. Deans and above aren’t and are classified as administration. To make it more clear, administrators above the level of Chair.
    - Tim – Is there a second? Joey seconds. Let’s vote on this amendment. Ayes carry.
    - Ron – Do we have any faculty that have endowed chairs?
    - Tim – Is there a motion to add department to language? Member moves and second, and ayes then carry. Let’s vote on adopting Bill 463 as amended. Ayes carry.
- Policy 03.01.02

- Tim – We have a timeline that we have to respond to policies. The time will run out end of August or first of September on this policy. We are not voting to pass this as a resolution but if we object to it.
  - Mike – Motion to accept.
  - Tim – Second? Kwaku seconds.
  - Carmen – On page 2 it says that students aren't allowed to have pets on university property. I think they mean dorms. You can play with your pet on the soccer field.
  - Tim – This item should be reexamined and clarified.
  - Carmen – It should be restricted to dorms and all buildings.
  - Tim – We would like that to be revised to state we don't want pets in buildings. Kwaku seconds.
  - Mike – Read again.
  - Tim – Students are not allowed to have pets in university buildings.
  - Jeff – My consideration on this is different that the concern is pets should not be permanent residence on university property. That shouldn't just fall on students but faculty as well if we were to ever have faculty housing.
  - Tim – The library brings in pets.
  - Ron – They are service animals, not pets.
  - Kwaku – They are emotional support animals. Those are not pets.
  - Tim – The chair disagrees with you. I don't think they can come if we change the language to Jeff's request.
  - Ron – They are volunteers with local therapy. This policy seems to specify student oriented things.
  - Tim – The member spoke to change to remove all faculty and students to bringing pets.
  - Jennifer – There are other instances where that would cause an issue. I bring my pet during a certain research time.
  - Joey – This is a student affairs policy.
  - Tim – We are all bound by them.
  - Candice- I am niche case. I had a student with a service animal in training. They asked to bring the animal. I asked for the class to veto and no one did and I allowed it.
  - Tim – There is a motion to add that service animals in training should be considered. Carmen seconds. Let's vote on adding second point. Ayes carry.
  - Ron – I would like to thank the member who brought up faculty housing. This is a student affairs policy I would recommend leaving it to that.
  - Carmen – I want to second your opinion, Ron. Some universities have faculty housing, we do not. We review policies every five years and I don't see that happening within that time.
  - Mike – We do have students who will have permission to have therapy animals in buildings. This states that a non-resident student cannot bring their pet to campus. Stating that students can't have pets on campus is a ridiculous statement.
  - Kader – I second restricting this to just students. We have staff that bring their pets to office that plays as a therapy animal.
  - Tim – I believe its wording only restricts students.
  - Carmen – This policy was written to prevent students from having animals in the dorms. I understand that. We don't want to make it as strict. If you bring your pet, that is fine. We are asking they don't populate the dorms.

- Tim – Let’s vote. Ayes carry.
  - Bill 462
    - Tim – Is there a motion to approve on second reading? Mike moves. Carmen seconds.
      - Joey – 7.2.1.2 Non-Tenure Earning Faculty. In this section, there is a paragraph for lecturers. I would suggest that lecturers are included in this topic of non-tenure earning.
      - Tim – The motion is to amend what is highlighted.
      - Joey – Place lecturers in (4).
      - Tim – Motion to amend 7.2.1.2. Is there a second?
      - Kwaku – Then maybe 4 should be changed to 5.
      - Tim – Are you okay with that, Joey? Is there a second? Kwaku seconds. Let’s vote on motion to amend. Ayes carry.
      - Mike – Under 7.2.1.2.2 Clinical Faculty. Last sentence, strike with the exception of the College of Nursing.
      - Tim – Motion to amend, then. Dr. Alexander seconds.
      - Candice – What is the current ratio of nursing?
      - Mike – About 3 – 1. Three clinical to one faculty. The standard is supposed to be 2 – 1 per the National Nursing Standard.
      - Tim – Let’s vote on motion to amend by striking. Ayes carry.
      - Joey – Motion to amend 7.2.2.2.1 to insert lecturer into heading. Mike seconds.
      - Tim – Let’s vote on the motion to amend. Ayes carry.
      - Laird – In the prior section 7.2.1.1, we call out an URL. We should strike it and refer to the board rule. Mike moves this. Candice seconds.
      - Tim – Let’s vote on this motion on striking the URL. Ayes carry.
      - Laird – 7.2.3.1 Faculty Holding, is see appendix C clear to everyone? I am assuming faculty handbook.
      - Tim – Let’s vote on adopting 462 on second reading. Ayes carry but I vote no with my proxied vote; vote is not unanimous. It will now come back for third reading.
      - Mike – Some of you in the last couple days have sent me some grammatical changes in this. It is a massive chapter to edit. I do ask you that you don’t send an edited document, but what you want edited.
- Meeting adjourned 2:21 PM.