
FACULTY SENATE MEETING

August 19, 2021

12:50 P.M.

CGU Theatre

- **Present: Tobias Mendelson, Laird Burns, Jose Betancourt, Candice Lanius, Angela Balla, Andrei Gandila, Kristin Weger, Christina Steidl, Mike Banish, Abdul Salman, Maria Pour, Emil Jovanov, Fat Ho, Gang Wang, Susan Alexander, Elizabeth Barnby, Azita Amiri, Donna Guerra, Anna Aultman, Lori Lioce, Leiqiu Hu, Larry Carrey, Jeff Weimer, Harry Delugach, Vineetha Menon, Themis Chronis, Andrea Word, Sarah Dyess, Ron Schwertfeger, Carmen Scholz, Tim Newman, Joey Taylor, Carolyn Sanders, Christine Sears**
- **Absent with Proxy: Anthony D'Costa, Dilcu Barnes, Amy Hunter**
- **Dr. Darren Dawson, UAH President, Dr. Robert Lindquist, Interim Provost**
- **Guest: Mr. Jeremy Shelley, Director Cyber Security**
- **Guest: Dr. Rhonda Gaede, Associate Provost**
- **Absent without Proxy: Sophia Marinova, Kevin Bao, Kwaku Gyasi, Bryan Mesmer, Sarma Rani, George Nelson, Jerome Baudry, Sivaguru Ravindran, Gang Li**
- **Faculty Senate President Carmen Scholz called the meeting to order at 12:52 pm.**
- **Meeting Review:**
 - **Emergency Bill passes first and second reading unanimously.**
 - **BETA Policy voted to be sent back to Faculty and Student Development Committee.**
- **Administrative Reports**
 - **President Darren Dawson**
 - **Glad to see you all here today. It is nice to start the semester, let's see how long we can. Our students are doing a great job. The Pavement and Drives Refurbishment are going well and hope to complete by October 2021. This is the same for Roof Replacements. Both of these were paid from bonds. The Cybersecurity Lab is opening up. We have the ribbon cutting tomorrow at 11 AM.**

uploaded. We are up to 60% and think we are higher than that. I firmly believe that the students are dying for in person. The response back is to get vaccinated. If you can encourage the students to get vaccinated, it is ultimately their decision.

- The Provost Office looks different. I am new too. We have hired and he has accepted, Dr. Hakkila for Associate Provost for International Services. The Dean search for nursing is ongoing. The interviews have been completed. I am sure there are a lot of questions in regards to fall. We are trying to get the best in person experience that we can have. The students and professors can't say that they will be remote. Every class that can be recorded, be recorded. We want everyone to feel confident that they can receive material so if they feel ill, they will stay home. However, they can't use that as an excuse to miss consistently. Instructors own their class, we just want to create a safe environment. We sent out the procedures if someone doesn't wear a mask. You offer a mask, then reiterate the policy on mask, if they still rebel you will have to ask the person to leave. A question asked about making accommodations. They will need a letter and the professor will receive an email.
- We have plenty of classrooms that can record. There may be some volume issues and we are working on that. CARES Act caused us to rush to put things in. If there is an issue, please contact the help desk. We need to know what the problem is. There is a dashboard now. You can go in ahead and see if the classroom has any issues.
- There is a great number of faculty resolutions that I need to go through.
 - Carolyn – Thank you for explaining the letter of accommodation. I think the question still remains. Is it clear that one option is not wearing a mask?
 - Provost – They can wear a shield? Usually the professor doesn't have much say after the accommodation. If it is confusing, reach back to us. It is a procedural thing. It may not be what the student wants but the accommodation is determined at that level.
 - Carolyn – Can we assume one option is to not take the mask off?
 - Provost – That could be an accommodation. I don't think we can tell a person to go virtual.
 - Carolyn – We have very concerned colleagues that this may be an option. In turn will cause them to make decisions based on their health and safety.
 - Provost – Most of the request aren't going to happen. I can't say that but I don't determine this. There has to be real documentation for accommodation.
 - Beth – I think it would be incredibly rare.
 - Mike – I think what is important to us is that we have these letters in hand before the student shows up to class.

- Provost – IT should be emailed to you.
- Jeff – I think we are not allowed to require students to submit letters. We can ask for them. If the student states they have an accommodation, we can then ask.
- Joey – Do we have any numbers since we asked the students to release vaccine numbers?
- Provost – We will release that after the incentives are over.
- Jeff – I have a question on the pass/fail grading. What I remember from last year, we could track back on students that had D grades or below and faculty/departments were given the opportunity to kick students out. I don't know where that went.
- Provost – – I think this came up in the Deans Council yesterday. We were told that a program was being written that wouldn't allow them to progress. To be honest, I thought that was enough. We were told the software would do this, but it didn't work.
- Jeff – Might I ask that the software be fixed.
- Carmen – The ruling made last year was the Department Chair receive the final grade.
- Provost – That is a lot of work for 10K students.
- Member – Could you clarify about the reporting about a positive student in class?
- Provost – That is a difficult question. We won't be social distancing within. We aren't allowed to know who. If someone has tested positive within the classroom, the building gets notified. Risk Management does contact tracing. I believe the instructor is notified. Let me get clarity and send that to back to Carmen. Before we were social distancing.
- Laird – I want to express gratitude for accepting this position. He did this to support the university and administration. We need to be patient with him as he is learning. I believe the Provost is the toughest job on campus.
- Provost – I have been in the VP of Research Office for 7 years. I am trying to shift.
- Member – Regarding contacted individuals that need to be quarantined, what is considered close contact with the new delta variant? With delta, close contact is down to a second. Who is going to get notified that they have been in the presence of an affected person?
- Provost – We are going with CDC guidelines. If they say close contact is one second, we are virtual. That will be determined by Health Force that meets every Friday.
- Tim – Can you comment on enrollment?

- Provost – I believe the numbers are 9,763. You were budgeted for 10,200. That translates to \$3.5M loss in revenue.
 - Member – Have there been any consideration for better incentives for vaccinations?
 - Provost – It isn't quite a raffle.
 - Member – Can we do more than \$20 dining dollars?
 - Provost – I am not in involved but can be. We may see that change come September 1.
 - Jeff – Mentioning enrollment decrease, is this something that can be claimed back from the CARES funds?
 - Provost – That is a better question for VP of Budgets. That money is consumed. New CARES money may come. I think that is consumed on previous losses.
 - Carmen – I want to thank the President and Interim Provost.
- Approve FS Minutes from July 8. We have corrections submitted by Ron. I made a couple of changes to my report on the FDR meeting. Motion to approve. Mike moves. Candice seconds. All in favor. Ayes carry.
 - Accept FSEC Report from August 12. Jeff – On the first page, change “O” to “no”. Motion to accept FSEC minutes. Mike moves. Candice seconds. All in favor. Ayes carry.
 - Carmen – I would like to break order to introduce our guest Mr. Shelley.
 - Mr. Shelley – Thank you for giving me your time. I want to introduce myself to you. My office door is always open. If you have any Cybersecurity concerns, please let me know. Usually there are concerns when a new CISO comes in. I have been in the role for three weeks now. I have been taking in the current state. There are numerous concerns. This place isn't like any other place. I am not going to be making changes wholesale. I need your support to keep our university safe and secure. If anyone has concerns, comments, I am happy to spend whatever time you would like. Thank you for the time.
 - Member – In recent weeks with checking university email, they are being marked external. This mislabeling defeats the security purpose. Is there any plans to correct this?
 - Jeremy – Thank you for letting me know this.
 - **Officer/Committee Reports**
 - Carmen Scholz, President
 - Welcome everyone! Thank you for serving. We are the voice of the faculty. We are the core and heart of the university. Without us and the students, there is no university. We have made remote education work within two weeks. We have done an outstanding job. I want to thank our nursing faculty on their knowledge to teach on how to keep patients alive. I want to thank lecturers for teaching large class sizes. Here at UAH our added job is to conduct research. We contribute to cutting edge science. This distinguishes us from other universities. The faculty faces a lot of problems. We lack course caps that are intensive in grading. We have problem with no

compensation for summer duties. We are oversee students but aren't compensated. We are called on to help with administrative work and not compensated. There is no budget analyst if you have research support. We have a problem with compensation to our part timers and GTA's. We are here to hopefully create change. We have about 9,700 students but the same number of tenure track and clinical faculty. Our administrative support has grown un-proportionately. We have positions that I have to wonder if we are in a position to support. We are the ones in the classroom interacting with the students on a daily basis. When it comes to our compensation, we are lacking behind. I pulled these numbers from the AAUP. This shows the average salary for male and female faculty at public universities. This for your information only. I call on you to work on the instructional challenges that we face. I am firm on shared governance. We are faculty not employees. This is a university not a corporation. I appreciate the changes recently made. The senate has been confronted with influences placed upon senators within the last year. You are here to represent your colleagues. You do not answer to anyone but your colleagues. Any influence taken from administrative side is not appreciated and will be addressed. I will do everything in my power that the faculty are heard and needs are met. I will give 100% to this job.

- Khronis – Since you graciously referred to GTA's. Every year we are short handed in regards to TA's. The stipends are very low compared to southeast region.
 - Carmen – Yes, I used to be Chemistry Chair, I know about the problem. Duly noted.
 - Khronis – Do we have current numbers on faculty and staff?
 - Carmen – About the same as when we had 6,000 students it is plus/minus 10 faculty. I do not know about administration.
- Joey Taylor, President-Elect
 - I want to remind everyone that if you have new business, please send that to me. I will collect those to get them to the FSEC.
 - Tim Newman, Past President
 - I want to go through a short summary of how the bill becomes a resolution. Bills originate through the President-Elect. He will take it to the FSEC. They have a decision to make. They can assign to committee or do first reading. If they decide to do first reading, it will appear here on our agenda. It will then be here for a second reading. Senate itself normally doesn't do a first reading. If something passes unanimously, we are done with it. If not, it will return for third reading. During first or second reading, it is in order to refer back to a committee. If you have several options when something is before the senate. You can introduce a motion to send committee. It is possible for a first reading to occur on the senate floor. It is possible to have an emergency bill. There must be a copy brought for everyone, with no other business. It has five minutes and requires 2/3 vote. If it fails on first reading,

it fails. This shows that if something is at committee, there is an option for first reading. I wanted to walk you through this. The resolutions expresses the will of the faculty.

- Jeff – That was nicely done. Would you please post that as a record on the faculty senate page?
- Mike Banish, Parliamentarian
 - No report.
- Carolyn Sanders, Ombudsperson
 - In certain instances, if there are reports that concern you. There are situations where you are not allowed a copy of the report. That is one thing I am going to delve into.
- Governance and Operations Committee Chair
 - Ron - There was a tie for one seat on a committee. We need a runoff. I have those ballots here with me. You can hand the ballot to me or Donna Guerra.
- Azita Amiri, Undergraduate Curriculum Committee Chair
 - No specific report. We have a new co-chair, Christina Steidl.
- Laird Burns, Finance and Resources Committee Chair
 - I want to thank Susan Alexander for co-chairing to help with RCEU. Toby Mendelson volunteered to help with distinguished speaker. I would like to invite Todd Barre to our next meeting for a budget update. We have repeatedly asked for salary data.
- Emil Jovanov, Undergraduate Scholastic Affairs Committee Chair
 - Two members are missing. We had a good meeting. We elected a chair. I will continue to serve another year. If you have any suggestions, please let us know.
- Candice Lanus, Faculty and Student Development Committee Chair
 - No report.
- Andrea Word, Personnel Committee Chair
 - We have Chapter 7 for third reading. Everything you have said ties to Personnel.
- Carolyn – I would like to be recognized to state my point. I have risen to introduce an emergency bill. The title is Request for Academic Year 21-22 Raises for UAH Faculty and Staff.
 - Carmen – Is there a second? Mike seconds. I will give five minutes for discussion.
 - Carolyn – I think this is self-explanatory. With my long term vantage point of being here 30 years, I am appalled at the lack of raises. I think we have been a little too silent on this topic for too long. The administration will continue. I think they should if we don't complain. All of us here or remote worked so hard to make the campus and education experience the best we could. I think the raises are due now more than ever.
 - Laird – I wholeheartedly support this. We have been complaining about this about overspending. A couple of days ago I told President Dawson we are taking the brunt of this.

- Mike – We have been promised raises by all the different things they did. The excuse is now the decrease in students. Ten years ago, we had \$60M in the fund balance. It was reported to us that we have \$2M. The last \$8M of that was spent on Executive Plaza. At the time it was purchased, we were told that it was revenue positive. Now we are being told that we are tearing it down. If it was revenue positive, why is it being torn down?
- Tim – The point has been made to me that we can give more to faculty until we get new pots of money. In the last year, there is \$40M more. It is more this year than last. There are tons of new sources of funds. Why does the administration keep coming to us saying they do not have the money? I stand saying they do have the money.
- Laird – If it is unanimously approved, does it go straight to administration?
- Mike – No, it goes through first reading. It has to pass with 2/3. It will then go to second reading and take 2/3. If second reading is unanimous, then it will go directly to administration.
- Jeff – On the next to last resolution, I ask whether we have the authority to speak for the staff as the faculty senate.
- Lori – Technically we don't because they have their own senate.
- Carmen – The votes will be collected in a private manner.
- Carolyn – I object to the secret ballot.
- Carmen – All in favor of not having a secret ballot. Ayes carry for first reading. All in favor of the emergency bill as presented. Ayes carry. Passes unanimously first reading.
- Mike – I like to motion that we go to second reading. Tobias seconds.
- Carmen – All in favor of going to second reading. Ayes carry.
- Candice – I move that we amend this resolution that we strike "and staff". Jeff seconds.
- Laird – I strongly oppose that.
- Mike – Let's vote on this amendment. I have a slightly changed one that we are requesting for them.
- Carmen – All in favor of striking "and staff." Motion fails.
- Mike - I would like to make an amendment. I would like to change the first be it resolved to state the Faculty Senate requests across the board 3% raises for the faculty and staff for the 21-22 academic year. Candice seconds.
- Carmen – All in favor of the amendment. Ayes carry. All in favor of the bill as amended. Ayes carry. Passes unanimously on second reading.
- Member – Let the record state it was passed acclamation.
 - Carmen – Motion to extend by ten minutes. Lori moves. Member seconds.
- BETA Policy
 - Carmen – This was brought before the senate. Do I have a motion to approve this policy? Mike moves. Tobias seconds.
 - Candice – I have three concerns. I believe that the introduction of the new category added would have impact on free speech. I am worried about the

definitions. I am concerned about the confidentiality point. I am concerned these records would leak.

- Jeff – When you are moderating, I can't see that this policy would come forward.
- Candice – If you look at the definition, preoccupation of violence.
- Laird – I would like to support Candice on this. She would be accused because she opened the topic.
- Carolyn – I support Candice on this. Our job is to support policies that we feel comfortable with whoever the professor is. We need policies that ensures classroom freedom.
- Member – I haven't seen any discussion of verbal abuse.
- Laird – I have a concern that we don't see an itemized list of issues brought to the BETA team. We have no insight to this.
- Mike – Who knows if this has been through the BETA team?
- Joey – Not in the last few months. I do want to agree with Candice on the confidentiality points. This campus is naive on mental health issues.
- Laird – I would suggest that we request additional time from administration and send to committee. Also let the BETA team review this.
- Harry – I move to send back to committee.
- Carolyn – Second.
- Harry – Where did it come from?
- Candice – Faculty and Student Development will look at it.
- Lori – Second.
- Carmen - All in favor of sending back to committee. Ayes carry.

➤ Meeting adjourned 2:35 PM.