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**FACULTY SENATE MEETING**  
**September 27, 2018**  
**12:50 P.M. SST 103**

*Present: Chris Allport, Milton Shen, Sophia Marinova, Kevin Bao, Dilcu Barnes, Amy Guerin, Holly Jones, Joe Conway, David Johnson, Andrei Gandila, Carolyn Sanders, Deborah Heikes, Shuang Zhao, Mike Banish, Yu Lei Fat Ho, Gang Wang, Christina Carmen, Ron Bolen, Katherine Morrison, Robert Griffin, Eric Mendenhall, Carmen Scholz, Robert McFeeters, Jeff Weimer, Tim Newman, Shanbing Ai, Seyed Sadeghi, Vladimir Florinski, Monica Dillihunt, Paul Whitehead, Ron Schwertfeger, Elizabeth Barnby, Sherri Messimer*

*Absent with Proxy: David Stewart, Jeff Neuschatz, Christina, Steidl, Meong-Moo Yoo, Gabe Xu, Angela Hollingsworth, Jennifer Palmer, Lori Lioce, Thomas Sever, Harry Delugach*

*Absent without Proxy: Kirolos Harleem, Earl Wells, Francis Wessling,*

*Ex-Officio: Provost Christine Curtis*

*Guest: President Bob Altenkirch*

- Faculty Senate President Mike Banish called the meeting to order at 12:50 pm.
- **Meeting Review:**
  - **Faculty Senate Handbook Preface passed second and third reading unanimously.**
- **Approve Faculty Senate #590 minutes.** Tim: remove “executive” from heading. Jeff Weimer moves. Member seconds. Ayes carry
- **Accept FSEC report.** Tim, on page 2, separate which policies were received by FSEC. Member moves. Carmen seconds. Ayes carry.
- **Administrative Reports:**
  - President Bob Altenkirch
    - This is the plot from US News and World Ranking data from 2018. The blue dots represent everyone. The graduation rate is close to 100% then slopes down. It is plotted by rank. The red dots are UAH, 2011 and 2015-2018. Each year the ranking is getting higher, meaning a lower ranking. What we anticipated happened, happened. In 2019, we are this dot. We migrated out of the ranked institutions. I put the dot at 230. There are 229 ranked. The point is we need to improve graduation rate. Our rate is not as good as our peers. Last time we said there wasn’t a silver bullet, there were several reasons. Research also hasn’t proved one single point. One thing may be the need of additional financial assistance. We don’t provide a flexible enough schedule could be another issue. Some talk was that faculty resources may fit in the picture with our ranking. US News has a formula for

ranking. There isn't a lot of correlation with faculty resources and graduation. I am noticing the driver is retention to graduation.

- We are moving forward with Executive Plaza. We didn't need to take a RFP to the board, but we have agreed to do so. UAB and UA may have done something similar, but we haven't. We released a RFP Monday to hire a master planner. The award will be made the week of October 15<sup>th</sup>. We will take the RFP back to the board to select a developer. This part of the process would happen in the spring.
- I worked with the city on this. The city is involved with infrastructure improvements. They suggested we do this in a two step process, which we have done. The city wants to work with a planner. The estimated cost came from the campus architect. We sent this RFP to 8 or 9 planning firms. Seven of those I knew from the city.
- Provost Christine Curtis
  - I wanted to make sure you are aware of things coming up. The week of October 24<sup>th</sup> is homecoming. The 26<sup>th</sup> – 28<sup>th</sup> is parent's weekend. October 27<sup>th</sup> is Discovery Day. It will be an active week on campus. We will have alumni, parents, and prospective students.
  - There has been an announcement for a Transfer Student Conference. It will be in Birmingham. They are looking for a presentation.
  - Registration has been moved back two weeks. Several years ago, it was late in October. We encouraged students to register and it was moved to the last week of September. We have found out there is just too much going on to get started. We moved it back two weeks and will start on October 8<sup>th</sup> with priority registration with 4,000 students currently.
  - The call for distinguished professors is out. If you want to nominate someone work with your Department Chair/Dean to do so. November 1<sup>st</sup> is the due date.
  - I want to talk with you about our students. I now have official information. We have record enrollment, 9,076. We broke the 50% mark for graduation. The really good news is the 31% is up from the high teens. We have a long way to go but we are seeing progress. In 2014, we had about 700 freshman and transfer students. In 2018, we had 1,425 freshman, and 788 transfer students. We almost have a 2:1 ratio. Looking at the average ACT score, we are now up to 28.5. That is one reason the graduation rate is so bad. The rankings are showing we should graduate around 68%. This is a comparison of undergraduate and graduate enrollment. The number of applications and enrollment of out of country students went way down. Our nursing program is growing substantially. In other cases, we have gone down. We have held our own and grown slightly in graduate enrollment.
  - The President has told the Honor's Dean he would like to see enrollment around 10%. We are around 14% now. Their average ACT is 31.6 for those students.
  - We are involved in coalition with three other universities. They asked for a lot of data. The data that I am showing is some of what we sent to them. They wanted to know the difference between pell and non pell students. What you can see is we definitely have a difference. We have some work to do with all of our students but particularly our pell students. This information points us to work with our students in their success.
  - The President and myself will start our recruitment loops starting in October. The first event will be October 2<sup>nd</sup> in the Student Services Building,

- Member – In the last faculty senate meeting we discussed not having enough classes for our schedule. Have we addressed looking at our class times?
- Provost: Yes, we have discussed this with our Professors.
- Jeff – We have gone above 50% in graduation rate and dropped off US News ranking. Where do we need to go to get back on?
- President – Around 60-70%.
- Carmen – I have a question regarding our phone systems. If the internet goes out, are the phones still working? The school systems in Madison have one red phone left that is a land line.
- Provost – I think if the internet goes down, the phones go down. We will find out. We work hard to make sure we keep the internet up.
- Tim – First, I think sometimes we talk about graduation rates and don't look back at where we have been. Today, we are twice what we were. I think we have made enormous strides. We need to keep doing what we are doing. I think faculty takes it as a faculty failing when they hear this.
- President – You are correct. Progress has been excellent. It is a slow process. The reason isn't just one, it is handful of things. We have 30% of the undergraduate living on campus. That is a lot. The beauty of Executive Plaza is letting the students migrate from dorms on campus to apartments across the street still on campus. The nature of the student is changing and the rate is going up.
- Member – I had a situation within my department, a student needing counseling. No one knew where the counseling center was. Counseling services needs to be communicated better. It wasn't easy and no one could help them.

➤ **Officer/Committee Reports**

- Mike Banish, President
  - You have received a ballot for standing committees. You have received minutes from a FSEC meeting before this meeting today. We presented Bill 424 and it was returned to committee. Motion to introduce minutes. Ayes carry.
- Carmen Scholz, Past President
  - I have two things. One is the preface that is submitted.
- Christina Carmen, Ombudsperson
  - No report.
- Monica Dillihunt, Undergraduate Scholastic Affairs Committee Chair
  - No report.
- David Johnson, Faculty and Student Development Committee Chair
  - Lori and I met last week and are preparing questions regarding retention.
- Tim Newman, Parliamentarian
  - No report.
- Jeff Weimer, Finance and Resources Committee Chair
  - The RCEU proposal RFP is out. We are trying a few new things. I will also take comments and corrections to that. The deadline is October 19<sup>th</sup>. We are looking into Google Forms or Charger Path. We will send out which way you need to send your documents in.
- Gang Wang, Undergraduate Curriculum Committee Chair

- We have received 11 new proposals. We will be reviewing those.
- Vladimir Florinski, Personnel Committee Chair
  - No report.
- Mike Banish
  - I want to thank Carmen and all of you. This is some data off US News and World Report. This is a group of universities that have similar student attributes to us. I asked David's committee combined with Governance and Operations to meet with faculty. Yes, UAH is not in a great position compared to other institutions. I think graduation rate is a symptom not a disease. The disease lies somewhere else. Our predicted graduation rate is 16% below what it is. The reputation among employers is stellar, but it is bad among high school counselors and peers. Are we not interfacing right? What are we doing wrong? This is 20% of our score. Honest question among your department, faculty, within committees, why is this true? Do they remember the 7% graduation rate days? Faculty resources are 20%. We typically do really badly here. A faculty resource is all money spent on academics, athletics, and hospitals. They count a ratio of money. Class sizes are also included. Some schools I compared are ranked with us and some higher. There is only one institute that has a better student, faculty ratio. We are way underperforming in both of these categories. We have sufficient faculty but they aren't in the right place. We could drop our greater than 50 classes pretty easily. Some departments can't teach larger class sizes effectively. Alumni giving, we are pathetic in this area. I have asked that this data be looked at deeper. How do we change our thought?
  - I want to thank the Provost for stepping up. The library was going to cancel Science Direct to save money. The Provost gave the library some emergency funds to save Science Direct. This is a problem among other universities, not just us.
    - Ron – Since we are a system, is there a discount if we go in with other institutes?
    - Provost – There is a state contract. There is more than the three of us.
  - From 2012 -2018, we have \$43M more in tuition. Our state appropriations have dropped subtly. F&A has increased some. Housing has increased. External contracts have gone up \$21M a year. If we look at the total income that UAH has from 2012-2018, minus external grants and contracts, we have \$63M more a year than 12 years ago. Some of the numbers take some explanations. One problem with the library is over the last 6 years, the library has seen a quarter million dollar increase. Go look in the budget books. See what the departments are doing and other areas are doing. We need to look into these numbers. Bob is doing a great job, but he is leaving.
  - The next order of business is the new preface of the faculty handbook. This went through the handbook committee, then the executive committee. It is now before you. I would like to introduce the preface. Carmen moves. Ron seconds.
    - Tim – In the third paragraph, I think you have a wording error. It is in line 3. I think you need “exists” or “occurs”.
    - Mike – We talked about it, I thought?
    - Tim - I thought it was there but I am not seeing it.
    - Mike – I will take that as a grammatical correction.
    - Member – Statutes is misspelled.
    - Mike – All in favor. Ayes carry. Passes 2<sup>nd</sup> and 3<sup>rd</sup> reading unanimously.

- Member – I want to take a comment from a student in regards to why we aren't getting money. We get a lot of groups coming through the library. I have students stop groups and tell them to not come here, we are too full.
  - Mike – Yes, we are running around campus. I think we fundamentally missed it with class schedules. I think we made a serious error going to 80 minute schedule. I would like you to talk about going back to MWF 55 minute classes for the next two years. That would open up classes.
  - Carolyn – You are suggesting all classes go from two days to three?
  - Mike – TTH can stay two days. Are we tired of running around campus to have a Friday off?
  - Member - It won't work for nursing.
  - Monica – It won't work with education.
  - Carolyn – What is the advantages?
  - Mike – You get two or three more class slots a day and not empty on Friday.
  - Carolyn – We are not empty on Friday's.
  - Mike – Any 80 minute MW would go to 55 MWF.
  - Member – I don't think commuter students will like coming three days. This is more expensive to the university for 5 days?
  - Ron – The schedule optimizer gave us a lot of issues. Did any other departments have issues?
  - Mike – Yes.
  - Ron – We need to have a human double check the classrooms before starting?
  - Carmen – Provost, our department has been informed about export control measures. If you have students take online classes from certain geographical areas, are not in the online class. I don't think this can fall on the faculty.
  - Provost – That is the first I have heard. Who communicated this?
  - Carmen – The chair received it from the dean.
  - Tim – Our department was informed the same.
  - Carmen – So this didn't come from your office?
  - Provost – Not that I know of?
  - Member – Have you crunched numbers to know there would be more classes if we changed the schedule back? Is the motivation to change the student's perception?
  - Mike – Combination of factors.
  - Carolyn – Do you know what our peer institutions are doing in regards to this?
  - Mike – I have no clue.
  - Carolyn – Maybe we should look at some institutions that are doing better than us to see what they are doing.
  - David J. – Provost, will there be an interim Dean of Students?
  - Provost – I have not been told what will happen.
  - Member – There is a direct correlation to the ranking and graduation?
  - Mike – Every way I look at it, it is a symptom. There are a lot of other factors.

- Member – 5 or 10 years ago we were ranked higher with lower graduation rates.
  - Mike – I am trying to get back historically.
  - Member – Maybe we get to 60% graduation rate and still aren't ranked.
  - Jeff – Are we doing something wrong, as a university? What is the sense here?
  - Mike – It is optics. You go to the giving webpage and I see little improvement. Students give to their college or department. If we don't have ways for them to do this, they won't give. Until we fix that, I don't see improvement.
  - Carmen – Jeff, I think the problem is not so much the webpage. I think we are not engaging with our donors. If I give money I expect a thank you. I think that is the disconnect.
  - Member – I met with the alumni services last year. They are building up from scratch. They don't know how to get in touch with alumni. There is a reason why we are struggling.
  - Mike – The students have convinced me to enter the 20<sup>th</sup> century.
  - Member – The problem with retention is we don't have the full college experience. How do we get that idea?
  - Amy – We don't have a student entertainment zone. If the Executive Plaza with the acreage would help build that up as a student friendly zone, that would help.
  - Mike – I agree. I do think it is at the departmental level. I think some of this could be mitigated.
  - Provost – That is the President's plan. He understands we need that.
- Jeff motions to adjourn 2:02 pm.