
FACULTY SENATE EXECUTIVE MEETING
October 12, 2017
12:50 P.M. in CTC 104

Present: Carmen Scholz, Shannon Mathis, Monica Dillihunt, Anne Marie Choup, Tim Newman, Mike Banish, Kader Frendi

Absent: David Stewart, David Johnson, Laird Burns

Ex-Officio: Provost Christine Curtis

Guest: President Bob Altenkirch

Carmen Scholz called meeting to order at 12:50 pm.

➤ **Meeting Review:**

- **Bill 415 passed first reading.**
- **Attached is a copy of the “Assessment of Academic Budget Information” provided by Dr. Mike Banish including supported documents.**

➤ **Administrative Reports**

- President Bob Altenkirch
 - You saw the announcement that we got the EPSCOR award, \$20M for five years. The state of Alabama tried for that award and was turned down. The previous PI didn't do a good job. The EPSCOR committee shifted to UAH, and we received it. The funds will flow through us.
 - Kader – It is a huge team.
 - Bob – It's by state.
 - Mike – This is the group that will send other EPSCOR stuff forward?
 - Bob – Yes, that is my understanding. The state had one before just not successful in the last years.
 - Tim – Will the tracks be in the same general area?
 - Bob – Yes, I would think so. It looks like it has to do with manufacturing. That's good for the state. It was a lot of work. The document was 500 pages. We had a group in D.C. that helped with this.
 - Carmen - I had the EPSCOR coordinator from Rhode Island visiting last week. I had asked Gary Zank if he wanted to meet the URI Chair.
 - We are working on how we manage vacant positions. They are sitting out there somewhere. It is very difficult to manage the flow of them. We are talking about using the same approach as we did with the voluntary option plan. When the position comes vacant, we pull the money into a central pool. That will help

us manage how they flow out and reallocation when needed. We looked at credit hour production when Christine made the final decision on how faculty hiring would go for next fall. There are a lot of changes in the board. They are taking a deep dive into a lot of questions. I responded to several questions from the trustees. It took me nine pages to respond. It changes the way we put together a budget. In the past, we put together a budget and depreciation would not be there. Over the year, monies wouldn't be spent, and they would show up in a reserve account. That plus investment income would offset depreciation. They want it included now. That is another reason for pulling money and managing.

- Carmen – How do you deal with a person retiring and they hire an assistant professor for less? The money leftover is then used for GTA.
- Provost – Someone at a higher salary, the difference would remain in the salary pool.
- Carmen – So the GTA's hired from the leftover wouldn't be there?
- Bob – We will allocate better for GTA's.
- Provost – It isn't just for faculty/staff. It has to be justified.
- Kader – The way it came out in the college meeting, you are taking back all the open positions. That is a sign of budget problems. That is the flag I see.
- Bob – The way I described the reserve pools is they are built up on the back end. Units would come to central reserve for money. We have to be careful because you can't continue to do that forever. The board is pushing us to create reserves on the front end.
- Anne Marie – What is depreciating?
- Bob – Buildings.
- Anne Marie – So the colleges are tracking the buildings and infrastructures?
- Bob – No, there is a process of evaluating buildings. You are supposed to be budgeting money to fix roofs, new floors, etc. We aren't doing that. We hope to capture money on the back end. The board says no, on the front end.
- Kader – Depreciation doesn't affect the day to day working of the university. What is depreciation doing to us? I don't understand. It doesn't affect my pocket book.
- Mike – You are half right. Your mortgage company doesn't require you to plan for a new air conditioner. You don't have to put money in for that expense. There is a little bit of different metric that happens.
- Kader – You are putting money in a bank account for that.
- Bob – That is what has been happening. We have put that in on the back end with unspent funds. If you look at the budget statements

depreciation has \$0. The way the negative was sucked up in the audit was by unspent funds in various units. Those are small pieces. Engineering new roof, for example, they may not have enough money for that roof; central reserve has to pay for that.

- Anne Marie – So you are saying that you are giving units less money for this?
- Bob – Your reserve funds won't be as much to build the reserve account. It is happening now but central isn't being replenished. Frank Franz put 50% of the funds back to central. Under Williams, he didn't.
- Tim – The 50% versus 0%, is that a policy change?
- Bob – Policy change.
- Carmen – So when we build up the money pot for the roof, does the board allow us to create a bank account?
- Bob – Yes.
- Tim – You mentioned that all colleges would have a reserve, what is that per college?
- Bob – It varies, but engineering would have \$1M. Even though Williams changed that 50/50 to 0/100, a lot happened. There was a big spike due to stimulating funds. There was huge tuition increases during this time. That replenished the central during those changes, but it isn't happening anymore. The board is saying up front, you won't have tuition increases, you have to compensate on the front.
- Tim – We would have a faculty member could have an IPA and the agency is paying it. Someone may receive a grant and they have limit teaching. Will those remain?
- Bob – Yes.
- Mike – As we start doing this, my prediction is, proration is coming year or next.
- Bob – As far as the state is concerned, you are looking at a flat rate or a very small increase.
- Provost – Why do you think that?
- Mike – The state is ill prepared for budget issues. Is the state going to look at the money set aside for depreciation and say you can take a decrease?
- Bob – I don't think so, the state doesn't look at how the money is split up. They add everything up.
- Mike – That has always been the excuse.
- Bob – If there is any issue with that, it would come from the board first. You have to keep in mind that the University of Alabama has a lot of money. They have a recruiting machine that no one else has. They are

sitting on a pile of money. The board is asking some questions in regards to that.

- Mike brought up questions about scholarships. You are familiar with this from the web. It is based on ACT and GPA. There is a percent of tuition you receive in scholarship. You also receive housing. This has been in place for the recruiting season. This is for full time freshman. We are the one at 24 that is blue and it's zero. At 25 it jumps to 40%. UA starts their scholarship discounting at 27. We start at 25. Auburn starts at 28. UAB and Miss State start at 20. Everybody gets to 100% around the same place. If you look at UA, UAH, and UAB we get to 100% at 30. Auburn is a little less lenient. Miss State is a 33. We are in the middle of the pack. Previously, there was a scholarship matrix that was presented in the form of dollars. The top panel is the current matrix. Its done by specific ACT because the previous ACT had different ranges. The one in the middle is from 2009-2010. We translated the dollars into a percent. The bottom panel is the top panel current divided by middle panel/. If the ratio is more than one, the scholarship today is better than yesterday. We stopped at 24. A lot around 25-26 are more than one. At the top level, what used to be 100% is reduced. This was done as a result of analysis. The statistics were analyzed to determine where to put funds to increase enrollment and ACT. One year, 12-13, where the matrix was changed so the out of state student who on all panels was cut back to in state tuition. That created major issues.
- I have Todd Barre coming back for another visit to the campus. He will be the one that we make an offer to for the VP for Finance and Administration.
- Provost Christine Curtis
 - In the last week, letters went out to Deans for faculty searches. This will move searches forward for fall '18. The board approved the NIST for PhD in nursing, a joint program with UA and UAH. The graduate council here has approved the proposal; UA is still reviewing the proposal. There are two proposals that will be put forward to the board in November, Bachelor in Science for Sports and Fitness and a MA in Applied Behavioral Analysis. That is a degree that is in a disciplinary. There is a fair amount of physiology. It is open to a wider group. It is designed for those with autism and other behavioral issues.
 - Kader – One thing that struck me is rankings, UA is ahead of us in engineering. We are an engineering school and we are below. This is US News and World Report.
 - Mike – We lost to UAB substantially over the whole university.
 - Bob – What are the parameters?
 - Kader – I would have to look at this deeper.
 - Mike – One of the parameters is alumni giving. We have asked you and you agreed to rework the website.

- Provost- I asked Bob Lyon on this issue. The answer was it took a long time to get the contract. They have it now.
- Mike – If you go to the giving page, the first page asked first for credit card information.
- Bob – It is being worked, I saw the design.
- Provost – They are in process. The lag time was due to the contract.
- Anne Marie – Do we phone bank?
- Provost –Yes.
- Bob – Engineers are stingy, that is a general statement.
- Mike – You say that, we say that.
- Mike – The library bill. You were working with interfacing with the other two libraries.
 - Provost – Yes, I am working on finishing the memos. This will ask the library leaders to join in a council for University of Alabama libraries. There are a series of things we are asking them to do. One would be looking into the inventory. We are asking them to figure out if there are ways for us to get contracts for electronic material so there is less cost for the three. Each of us are buying the electronic databases and books, the IEEE is jointly done. We are asking them to explore how other systems are doing this.

➤ **Officer/Committee Reports**

- Carmen Scholz, President
 - There was a request for handbook to be printed. I am almost done creating the file. I was quoted a cost of \$23/book. If we have 50 senators, it will cost around \$1,000.
 - Mike – All faculty should receive a copy.
 - Carmen – The faculty senate cannot support that. I would be willing to go forward and have more copies with a different funding source. This will be a current copy of how it stands.
 - Kader – The idea was to start with a smaller section. I know the budget can't support a larger group.
 - Books written/published by us. There are 70 books. I don't think liberal arts responded to this. I don't know if there are more suggestions coming back, but I gave the list to the bookstore. The bookstore was quite optimistic to get a section for us.
 - Tim – Tat is great news. Thank you for doing that. When I was President, there was a movement for that.
 - Kader – Mechanics sent me a list from software that was inoperable.
 - Carmen – OF 70 books, 32 are written by the same person.
 - Mike – Gary Zank.
 - Carmen – I asked the bookstore to do this discretionary basis.

- I am working on other senate guests. We will have Chancellor Hayes for February. We are asking the Mayor here. We are working on the Trustees as well.
- Lastly, Tim worked through all the OIT issues along with Vladimir and Jacob. I appreciate all the work. I think we are at the point of handing it back and await their rewritten/improved policies. The ball is now in their court to give us policies that are more agreeable.
- Mike – The Provost wrote you a note asking if we rejected them.
- Carmen – I wrote back stating the discussion and we shouldn't vote on it. Her response back was thank you. We await the policies are written in a way we agree with.
- Mike Banish, Past President/President-Elect
 - We haven't heard back from the administration on several things. We had faculty senate bill 402, internal proposal selection procedures, we tabled this. Is there a reason we tabled this? I would like to pull this back up to vote on.
 - Shannon – We voted to put a lot in a packet and we ran out of time to vote on those.
- I think faculty advancement fell in to this and need to be pulled back in.
- I have bill 415. We have a budget and planning committee. It hasn't met in seven years. This says you have to go back and reinstate the committee.
 - Monica - In education, ours may have been listed as a technology fee.
 - Mike – That is not part of the technology fee.
 - Tim – She is saying her college may have listed it that way.
 - Mike – If you go and look under fees, your college just has a college fee. I doubt you generated \$2M in technology fees. That is something different.
 - Monica – If there are building fees, why are they pulling this into a reserve account?
 - Mike – Exactly.
 - Tim – What is it called when students pay?
 - Monica – It just says “fees.”
 - Mike – I know the BOT's is very hostile about adding fees. From 16-17, we erased all those and rolled them into tuition. That is why it says traditional in the bill.
 - Tim – I don't think that we erased those fees. I think it is just rolled into tuition on the budget book.
 - Mike – We need to pass first reading.
 - Kader – The second whereas, should “from” be “come”?
 - Mike - No.
 - Kader – The third whereas, faculty are part of shared governance of the university.
 - Tim – Is that the case the majority is from tuition and fees?
 - Mike – It is the majority.

- Tim – Even including research scholars?
 - Carmen – The academic side brings in very little versus research. They say we don't do anything.
 - Tim-Should the whereas say the majority of academic funding?
 - Mike – Sure.
 - Carmen – Do we have a motion to consider for first reading? Mike moves. Tim seconds. All in favor. Ayes carry.
- As I look at the changes in faculty. There has been no increase in money applied to faculty over the years. Everything is being cannibalized to start new programs. We spend \$40M a year more than we did five years ago on non-faculty support from the academic budget. We spend \$107M a year on non-departmental stuff. That is 77% non-departmental salary.
 - Tim – That is non-faculty?
 - Mike –Yes.
 - Monica – In that non-faculty, it may not be that much, because RISE school is in that.
 - Mike – You guys are sucking up \$300K. Where is this money going?
 - Shannon – Buildings?
 - Anne Marie – Depreciation?
 - Monica - I know the renovation was a huge undertaking. I know it didn't touch \$107M.
 - Shannon – We have adjuncts teach HPE. We don't need a PhD teaching aerobics.
 - Carmen -VP of Finance is on the way. I would like to have that discussion again when he comes in.
- Tim Newman, Parliamentarian
 - No report.
- Kader Frendi, Ombudsperson
 - No report.
- Shannon Mathis Proxy for Christina Carmen, Governance and Operations Chair
 - Joy McClung is tallying the membership votes for remaining committee votes.
- Anne Marie Choup, Undergraduate Curriculum Committee Chair
 - We have so much stuff to look at. Christine Sears promised we could do this by email. I am not getting responses. I am trying to go back to meeting monthly.
 - Carmen – Do you want me to remind the committees they have a commitment?
 - Anne Marie – I was trying to limit the emails, but I am getting a lot.
- Monica Dillihunt, Undergraduate Scholastic Affairs Committee Chair
 - I met with Christine a week ago. She gave us directives on what to do with retention. I sent an email out to the committee, but can't get responses.
- Kader Frendi motions to extend meeting by ten minutes. Mike seconds.
- Carmen – We will put 415 on the agenda and hopefully nepotism.

- Carmen – Registration and Scheduling, any memory?
 - Mike – We directed it to bill 414.
 - Carmen – Could we take this policy and put it into committee?
 - Kader – We could have it to the handbook committee.
 - Tim – We can look at it.
 - Mike – There is stuff that we definitely want to keep in the handbook.
 - Kader – I agree. There are some procedures that aren't policies.
 - Tim – I think that if you send it to committee, you need to tell administration we need more time. My committee meets in two weeks. It will be over 30 days.
- Carmen – Online Privacy Statement Policy
 - Mike – They thought it was part of OIT. We didn't get to it.
 - Carmen – Are we putting it up for first reading next FSEC meeting?
 - Tim – Let's just put it on agenda for Thursday.
- Carmen – Bicycle Policy
 - Tim – I would like to move that is on the agenda as well. Bill 402 and 408 were tabled. Are we bringing those back? They should be included in the senate packet. I think Nepotism and Bicycle needs to go to top of agenda.
- Kader Frendi moves to adjourn meeting. Tim seconds. Meeting adjourned at 2:29 p.m.

Assessment of Academic Budget Information

Dear FSEC members,

You have a lot of excel data files that accompany this, my, assessment of the “academic budget” for UAH. The data for what is attached, and then analyzed is from the publically available UAH Budget Books and the List of Courses under the UAH website. You can do your own analysis if you would like. I have contacted Mr. Chih Loo, from the VPFA office, for some help with a more detail analysis and to correct any mistakes that I may have made. We will probably meet in the next couple of weeks to go over what I have produced.

Before I get into details of the analysis I would like to establish some “ground rules” and/or caveats for the data. One, I (strongly) believe that “a rising tide lifts all boats”. I did not generate this data to pit departments or colleges against each other, or for (what I consider) unfair comparisons; in this vein, all departments and colleges are doing well through my analysis. There is another caveat, that applies to my college, and my department in particular. My department teaches about 40% of the 129 credit hours to graduate in CHE, thus 60% of our credit hours (78 hours) are in other departments and colleges. In Engineering, the highest contact percentage is 50%. Without having the exact percentages or number of hours, similar numbers can probably be found in other departments and/or colleges. I’m not interesting in chasing these numbers down.

The above being outlined let me start to explain what data I have included. You have College specific files of the list of undergraduate courses for that/each College for the 2016-2107 academic year, the number of students in each course/section and then a revenue generated from each course/section (I had help over the summer putting these data together). The revenue data is generated based on \$412/credit hour, and matches with the 2017 Budget Book macro-data with 1%. I do not have the data for graduate courses, and I probably won’t do this; it would just add to the final analysis that all Colleges are doing well as far as revenue generation (there may be a few outliers, but this is a University wide analysis). You also have a Master sheet that lists a summary of all the Colleges together.

The more important and germane analysis is the file named “Budget Book 2002 2007 2012 2017 RMB compar”. This document has three main sections; as mentioned before the data in this file come from the UAH Budget Books. The upper section has what I consider to be the “academic” portion of the UAH budget. The data include “general fund” State Appropriations (there are not line item or specific State Appropriation funds included in this number), revenue generated from tuition and, fees charged to students (including faculty for the parking fee). Also included is external scholarships, but these values are not included in the middle analysis. On the right side are the dollar changes and percent changes for 2002 to 2017, 2007 to 2017, and 2012-2017. The bottom section of the data are the “salaries and wages” listed for Departments and Colleges. These are broken down into Colleges and then added together, these values are included in the upper section of the data presented.

It is the middle section, and the RHS of the upper section, of the data analysis that I want to concentrate on. What is included here is the percent of Department Faculty Salary and Wages compared to the total academic and then a projection of what that value should be if that percentage was maintained for subsequent 5 year periods.

Looking at the upper section, and RHS of the upper section, the Total academic budget wo/ external scholarships, has increased by \$83M, \$59M, and \$46M per year from the proceeding 15year, 10 year, and 5 year respective budget years. Analyzing the same years for the Department Faculty Salary and Wages, there has been an increase of \$15M, \$9M, and \$6M. The percent of Department Faculty Salary and Wages has been continuously decreasing from 31% to 29.1% to 28.8% to finally 23.5% in 2017. From 2012 to 2017 this represent \$7M in reduced spending on Departmental Salaries.

However, there are additional considerations that need to be included, in particular, in the 2012 to 2017 analysis. During the last 5 years there have been a range of academic initiatives that have been undertaken at UAH. These included the separation of Space Sciences from the Physics Department, the establishment of the College of Education, the doubling of the Nursing Program, and the Graphics initiative between the Departments of Art and Art History and Computer Science, and the Cybersecurity Program between Computer Science and Electrical Engineering. Each of these initiatives lead to increases in Department/College Budget of approximately \$1M. Deducting these initiatives from the \$6M increase in Department Budgets from 2012 to 2017 leads to a \$1M increase in Department budgets. Thus, Departments and Colleges who have experienced substantial growth have seen limited, if any, additional resources during the last 5 or 10 years.

There is a somewhat different way to look at the budgets, that is to consider the amount of funds are dedicated to non-departmental areas of the academic budget. From the numbers included in this document in 2002, \$46M was for general University, in 2007, \$65M, in 2012, \$83M, and in 2017, \$120M. Thus, between the 2007-2017 and 2012-2017 budget years the funding for non-Departmental functions has increased by \$55M and \$37M; these increases are all greater than the amount for Departmental salaries in 2017.

Some of these increases have scholarship funding associated with them. However, at this time, the only academic budget analysis conclusion that I can come to is that the non-Departmental portion of the budget is experiencing severe budget creep (think of your cable or cell-phone bill over the last few years), or that the scholarship matrix that UAH is operating under is a Ponzi Scheme that was designed to bankrupt the University before anyone noticed.

In summary, I believe that there needs to be a very serious analysis of the non-Departmental portions of the UAH academic budget and that the scholarship matrix needs to be reevaluated.

