
FACULTY SENATE EXECUTIVE MEETING
November 30, 2017
12:50 P.M. in CTC 104

Present: Carmen Scholz, Christina Carmen, Mike Banish, Anne Marie Choup, Monica Dillihunt, David Stewart, David Johnson, Kader Frendi, Tim Newman, Laird Burns

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:**
 - **Bill 417 sent to Finance Committee.**
 - **Bill 419 placed on faculty senate agenda.**
 - **Bill 420 placed on faculty senate agenda.**
- **Administrative Reports**
 - President Bob Altenkirch
 - December 7th is the holiday party starting at 4:00 pm. December 10th is commencement. There will be more screening of those entering the VBC.
 - Provost – There are several items you can't take in. The list has been sent out.
 - Mike – Is there a reason for this to happen?
 - Bob – No, this is just a state of affairs.
 - Carmen – They started this for concerts right after the shooting in Las Vegas.
 - The VBC has asked us to split the ceremony. The last couple we had so many guests that we may not be meeting fire code. They wanted us to split this time, but we got around it.
 - Provost – Usually December isn't as large as May.
 - Kader – Will we have two graduations?
 - Bob – We will just have to split it to meet their request.
 - Board Rule 108 – Campus designees can't be me or lawyers. It has to be someone outside of the legal office. I am talking with John Cates. I asked the Director of Title XI Compliance to be that designee. We are also going to have to revise the Policy on Policies to incorporate this. There is going to be a committee within the system. Revising the Policy on Policies starts at the VP level and comes to the three governing bodies. I can't tell you what is driving it. It just is what it is. I don't know if it is the result of an issue.

- Veteran's Day – From time to time I receive a letter asking why we don't receive that day as a holiday. The other two campuses don't receive that day. Since we made the change with Spring Break, we are in alignment with all other universities. Veteran's Day falls on a specific date, so it makes it harder to plan when it will fall. Student Government wants to propose a change to the student handbook in regards to Veteran's Day. SGA wants to add to the "such as list" any students participating in Veteran's Day activities. It is a fairly large group here. There was an issue with a student who participated in a Veteran's Day event. They weren't allowed to make up their work.
 - Kader – If they are proactive with the faculty, we usually understand. We accommodate the athlete's just fine.
 - Anne Marie – This would only apply to Veteran students?
 - Bob – Yes. I am not a Veteran so I don't understand all the ins and outs. I am sure there are local events for those.
 - Anne Marie – I think it should include all the community. What is our role in this?
 - Bob – You don't have any formal role. I am just asking the question. In the end, I have to approve it and the board.
 - Anne Marie – It seems reasonable.
 - Carmen – I would go with the wording they put forward with just veteran's. We excuse just athletes not all that want to attend. I am not opposed to that. If this is what they want, I don't see that to be worth fighting over.
 - Bob – That would be my take on it.
 - Mike – I know it is difficult. Considering we are in Huntsville, why don't we just say there aren't any classes that day? Can we add a day at the beginning or the end? It isn't that difficult to accommodate. It would also put us into a unique situation. You can just say it is a no class day.
 - Carmen – This is a separate issue. I think I would like to think longer on making it a no class day.
 - Kader – I agree with Carmen. We struggle to complete the semester as is.
 - Bob – From having to approve the calendar, the calendar is very tight.
 - Provost – If we want to have the 75 days for 40.5% in the summer. There is no latitude in the beginning; it is only at the end. Then we are running into the block days with VBC for commencement.
 - Bob – It seems to me they are proposing for veterans and active service members. They want to attend events.
 - Carmen – They should have that possibility.
 - Christina – Was it 700 students that are active or veterans?
 - Bob – About 10%.
- Let me describe what we are doing with the reserve or fund balance. The reserve funds are part of the net position in an audit statement. It tells the financial health of the institution. One of the purposes is for someone looking to invest by a bond look at that certain statement. There is a line of reserve funds for them to see. They are expendable funds you use for various purposes. In 2007, reserve funds were \$94M, 42% of those funds were unallocated. They basically were held in a number of accounts and can be spent. 58% were allocated, that means they were distributed in various units. 33% of the 58% were in various departments.

Department reserves were a large chunk of the reserve in 2017. In 2017, the reserve funds total \$87M. Essentially, 100% of that \$87M is allocated. That is true on paper. In actuality the central reserve has provided a loan of \$15M to initiate construction of Charger Village. By loaning money, we avoid paying interest on a bond that we don't have revenue. We save several million dollars. Additionally, the way we approached vacant positions on faculty and staff side, on the staff side we went through and combed out those positions that were never used. They were eliminated and the funds were pulled back to central reserve. On faculty vacancies, the money was pulled back. For many of the vacancies, people were getting paid to do work. As the funds were pulled back, the people were paid on unit reserves. You are moving funds from the unit reserves to the central reserve. That was about \$3.2M. When you add the \$15M, \$3.2M, to the \$86M, you get \$106M. It really hasn't changed over time. However, there was a spike in 2010/11. The spike came from federal stimulus money and the years of huge tuition increases. The federal stimulus money was dumped into a central reserve. When the tuition spiked, some of the revenue wasn't budgeted out. Those two events pushed the reserve over the \$60M. The \$50-\$60M difference has been put into difference projects, facility enhancements. That money has been spent and those two events won't happen again. We have to refill the reserve again. Personnel funds for staff/faculty are held centrally and budgeted out as part of a plan similar to this year.

- Kader – Is SSB part of the \$50-\$60M?
 - Bob – Yes.
 - Provost – And the greenway.
- People were coming to the central reserve asking for things to be done. The reserve was replenished under Frank Franz by 50% of the residual came back to the reserves. Dave Williams changed it to 100% staying in the unit. It persisted because of those two events. Money from those two events has been used. The reserve needs to be replenished. You could tax on the back end. The money left would be taxed. That would be hoping that all the money isn't spent. The other way is to budget on the front end. The other element that comes in is the board requiring that we budget depreciation up front. That then lets us know, budgeting on the back end isn't a good idea.
- Kader – You can control the number of hiring's based on the depreciation number. In other words, you don't replace as many, correct?
 - Bob – No. If you read the audit statement, there is a line that says depreciation, it is negative. If you didn't have money leftover, the bottom line net asset change is negative. The board is saying no, you have to cover that. It's really no different; it is just in the timing of doing it.
 - Carmen – I understand depreciation. I am more concerned about vacant faculty positions. You are saying the money is pulled back in a central pool and those paid GTA's.
 - Bob – Only for one time, the people that would be paid by the money pulled back are being paid by a reserve account.
 - Carmen – How are they paid next year?
 - Bob – They will be budgeted out and expected you will spend the money.

- Carmen – We have a situation in engineering that our student tutors aren't being paid. If these kids hadn't paid their tuition we would be on this. It comes down to blaming accounting.
- Bob – I don't know about that.
- Kader – What if we are too conservative and we don't spend all funds? Would that then go back to the units?
- Bob – You will have unspent funds. It's the reserve that fixes Morton Hall for example.
- Kader – If you budget to replace a roof and it doesn't happen, will that be spent elsewhere? I am afraid it will grow into big amounts.
- Bob – It's like the central reserve has been all along. It was just no revenue was flowing into it when Dave Williams changed it.
- Tim – Have you thought about going back to what Franz did? There was a big jump from Franz to Williams. I think Williams did it because a lot of units thought since we only get to keep part, we will spend everything. Personally, based on your description, it was too rich.
- Bob – Once you chop the money up in small pieces it goes back and tax each piece. Franz taxed all at once. That works and is fine. The risk is all will be spent. When you couple it with the fact that the board is saying you need to budget up front, the taxing on the back end doesn't work. It is more than replenishing; we have to do what the board is saying. During my time, we have only had one disastrous stock market incident. We can't absorb that. Other than that, investment income is about \$6-\$9M, depreciation is about \$16M. You need to budget \$7M up front.
- Tim – Do you depreciate buildings or land?
- Bob – Just buildings. The land shows in a different statement.
- Tim – It seems like your assets are going up if you aren't marking your property.
- Bob – We are talking about depreciation on structures.
- Tim – I think there are two stressors. One is the signature authority policy, we sent up a revision to that. A lot of faculty has a memory of the university having financial issues. It would alleviate stress if you go with higher dollar amounts that just the \$1K. Some will walk away that UAH is having financial issues from your presentation.
- Bob – With a fund balance of \$100M, the financial health of the institution is good. You don't want to deplete that fund balance over time. It's happened, because those two events won't happen again.
- Tim – Second, the collection of vacant positions. I have some sympathy with what you are doing. You are setting direction. You don't have a lot to work with. This is one means to do that. I endorse it in one principal. I think the way it is playing out is there will be some negative consequences. When someone comes up for tenure, there will be more of a tendency for the units to circle the wagons and tenure someone when they are afraid the position will go away. Would you be willing to consider not harvesting back tenure positions?
- Provost – Some areas the student population is going down and the position isn't needed. If you leave it in there, then why is that good of resources? I

understand your concerns. To arbitrarily say that it will stay in a given area of a department, I am not sure that is a wise decision. It could be needed a larger area.

- Bob – Any decision will drive behavior in one way or another. If you go back to taxing on the back end, they will spend all their money. Anything done will drive human behavior.
- Kader – We have quadrupled since I was hired. We haven't seen an explosion of resources come our way. We basically keep losing people to health issues and quitting. I hope help is coming, but it never has.
- Provost – There have been positions allocated and not filled in your department. I know all the issues. The positions are allocated. There are a lot of things that happens, not due to resources.
- Mike asked about over a tenure period our revenue has increased \$67M. He wants to know where it went. He is coming next week for us to discuss. Out of curiosity I looked at other institutions. We all have a student faculty ratio of 24/25. Auburn, Alabama, and South Alabama benefit from a economy scale. I looked to see if we are behaving the same way. A lot of money goes into scholarships and discount rates. If you look at UAB, UA, UAH, each year there is a report written called a debt service analysis. The discount rate for all three is identical. Over time, these institutions are competing. We are in thick of what everyone else is doing. We changed recruiting because we weren't playing the same game.
- Provost Christine Curtis
 - The hiring process that we have gone through the last few years is for the Dean to put forth their request. It started out very informal but now it is very formal. There is now a due date, specific requirement for justification. At that point, it is my job to come up with an allocation for each college. This year we becoming more formalized. I sent the student to faculty ratio. We looked at the number of tenure track faculty in the department. We looked at the different areas for each college. We then allocated the positions and my requirement placed on me by Bob was to stay in the faculty vacancy pool. The FY 18 we used a lot of new monies for faculty. Those positions are then allocated to the Deans. There was often three different Deans came back requesting change to the area of research. We were also asked to reconsider a vacancy due to a death of one our faculty members. The process follows the search and hiring policy. Everyone has to go through the search, set up the committee, initiate the request for the search. When the interview process starts, they all have to be approved. They request to hire has to be approved. When it is a very competitive area, I request they give me their first and second candidate to hire. We are also pushing for diversity.
 - Bob – What Christine is describing is how it was done previous. The financial management has specific goals but the process doesn't change.
 - That is the process we go through. Once the positions are allocated, the funds are set. If we have an increase in the student body, there will be a few units where there will be a request for more assistance. The Deans make the decision how to prioritize. The positions aren't held in the department.
 - I wanted to mention the OIT policies. Thank you for listing the specific issues. Now with Board Rule 108, their next mission is to examine UA and UAB's policies. It may be a while before we get back.

- Kader – The erosion of the handbook enforcement. The rejection of Bill 414 asking to slow down the policies that copy the handbook is really worrying faculty. Any question I used to ask, the answer referred me to the handbook. It seems now it is a forgotten document. We spend so much time to work on it and it's overlooked. I don't know what is going on. I was not happy that Bill 414 wasn't adopted. We have it in the handbook, why copy into a policy? The violation of the handbook is happening in several areas.
 - Carmen – The handbook committee is working on outstanding chapters. We should be governed by the faculty handbook. I hope it will continue to be our governing document.

➤ **Officer/Committee Reports**

- Carmen Scholz, President
 - There were some things brought to my attention for the President. One would be the lighting on campus at night. The new pedestrian crossings from MSB to Tech Hall, there are no lights. I go by this way and know where the issue is. There are more from my understanding.
 - Provost – I will mention this to the President.
 - Monica – They changed the one right by Roberts Hall. It isn't any better.
 - Carmen - The other suggestion is on the parking lots. That referred to the parking lots are not illuminated at night or when the campus is closed.
 - Monica – It is like the bulbs are energy efficient but they are dark. They look yellow.
 - Provost – My understanding was the lights stay on as long as the college has asked. We need to review the schedule and then see if it reasonable.
 - Monica – In Roberts, they have concerts and community people in and out.
 - Carmen – In our building when I was Chair, I assumed the role of turning lights off. The entire building is lit all night through. Is there a way to make those go off automatically?
 - Kader – I suggested Bob invest into motion sensors, also in the parking lots.
 - Carmen – I know the cleaning people come at 5 in the morning, but if it wasn't for the last ones in my building, they would stay on.
 - I talked with Mike and he will be leading the senate meeting next Thursday.
- Tim Newman, Parliamentarian
 - No report.
- Kader Frendi, Ombudsperson
 - No report.
- Christina Carmen, Governance and Operations Committee Chair
 - No report.
- Anne Marie Choup, Undergraduate Curriculum Committee Chair
 - We have received ten new proposals. We won't be able to get to them until January. Some wanted to begin spring 2018, but I don't see us getting to them before then.
- Laird Burns, Finance and Resources Committee Chair
 - The applications for RCEU went out. The charger path system is working. We only had a few small issues. The faculty selects by the 15th. It is on track.
 - Carmen – So we fixed last year's problem?
 - Laird – Yes, it comes to the committee has a packet.

- Carmen – Do we have a stipulation that they have to be juniors apply?
 - Laird - No, we had freshmen apply.
 - Carmen – There was one student that approached me that she couldn't register.
 - Laird – Send it to me and I will look into it.
 - Monica Dillihunt, Undergraduate Scholastic Affairs Committee Chair
 - No report.
 - David Johnson, Faculty and Student Development
 - We are scheduled to meet January 25th to discuss Bill 418.
 - David Stewart, Personnel Committee Chair
 - No report.
 - Carmen - We received a request from the Director of the Libraries to address the senate next week. I also received the request to hunt for the SIE Bill 393. It has been tabled. It needs to be untabled. I will suggest to Mike that bill 393 be untabled.
 - Kader motions to extend meeting 5 minutes. Ayes carry.
 - Bill 417
 - Carmen – What is your response to deal with this bill? Do you feel moving it to senate is best or going to committee?
 - Laird – Since Mike meets with Bob next week, I don't want to present this before senate until after that meeting.
 - Carmen –We will send to finance committee.
 - Bill 419
 - Carmen – I like this bill. I suggest it goes back to the senate.
 - Bill 420
 - Carmen –This speaks to important vacant/vacated positions. Tim's concern is represented here. Would you want to move it forward?
 - Tim – I move to send to senate. Kader seconds.
 - Carmen – All in favor. Ayes carry.
- Meeting adjourned at 2:23 p.m.