
FACULTY SENATE EXECUTIVE MEETING
March 8, 2018
12:50 P.M. CTC 104

Present: Carmen Scholz, Mike Banish, Christina Carmen, Laird Burns, Monica Dillihunt, David Johnson, Anne Marie Choup, Vladimir Florinski, Kader Frendi

Absent: Tim Newman

Ex-Officio: Provost Christine Curtis

Guest: President Bob Altenkirch

- Faculty Senate President Carmen Scholz called the meeting to order at 12:50 pm.
- **Meeting Review:**
 - **Bill 416 passes first reading.**
- **Administrative Reports:**
 - **President Bob Altenkirch**
 - This is a US News ranking correlating with graduation rates. We are moving toward the bottom of the ranking. Over time the blue dots have shifted up. There are other institutions that are finding their way into the designated national university. The ones that are migrating in are not necessarily good institutions but have high graduation rates. This is the breakdown of what goes into the ranking. Graduation rate has the highest percentage. I looked at other correlations with the other data, they aren't very good. I pulled out Montclair State. The whole time I was there, the President was trying to get them to a top institution. It isn't a very good university. If you look at their ACT scores, they are much lower, but their graduation rate is higher. If you look at a 65% graduation rate, you get near 150. My point is if we are not careful, we will migrate out of the ranked universities. My sense is if we don't increase the graduation rate, this will be problematic.
 - Kader – This is 4 year rate?
 - Mike – 6 year.
 - Most institutions of our character are 65%.
 - Mike – I disagree with you and some of your analysis. One of the numbers I look at is the alumni giving rate. The graduation rate is very important too. I look at other institutions in Alabama. We have fallen to 3%. We have asked you to do some implantation to improve that and nothing has been done.
 - President – That isn't true.
 - Mike – I still go to the website and that hasn't changed. We asked for programs to be set up within the departments, nothing has happened. UAB was at 12%. It is easy for us to get there. This is a number to multiply by two or three. Our students say they are tuned to the departments, not the

university. Absolutely nothing has been done on this and it has been over a year now. As far as graduation rate, at this institution, if you pick the top five or six, has anyone pulled them together and see what they do? That hasn't been done. There are departments on this campus that have an 80% graduation rate. Nobody has ever asked what the secret is. We aren't working to solve our problems.

- President – You are all part of the solution.
- Mike – We gave you a bill for the alumni giving rate, and nothing was ever done. Yes, this will fall and it is a serious problem. There are simple steps to at least start to act like you want to fix this.
- President – You are all part of the solution and need to look inward.
- Mike – I am one of the departments with 80%. I have a 95% success rate. I am arguing with people to get reimbursed. When it takes Angela three months to get me reimbursed, there is a serious problem.
- Provost – Be careful where you place the blame. It isn't the Provost Office.
- Mike – This isn't going to make us successful. On the VP for Finance search committee, all I heard is we want to stop stove piping. It has only gotten worse.
- Anne Marie – What is stove piping?
- Mike – Only one organization, one task, and can't get the job done.
- Carmen - This is an issue that we have been plagued with since I have been here. We have voiced the concerns and written about. Something needs to happen from the top down when it comes from student reimbursement. When I am told we don't reimburse students for lunch, only Deans and Administrators are allowed to entertain. This can't happen.
- Christine has been working on this.
 - Provost – We have invited faculty to sessions on what to do as far as retention. We have had a number of good sessions. We are trying to figure out key things.
 - Mike – Here is a suggestion. You pick the top five or ten put us all in the room together. Ask us what the commonality is.
 - Provost – I will be glad to that.
 - Kader – My concern here is the engineers we put out. We can graduate 100% if we pass everyone. Then am I doing service to society, Research Park? I just returned a midterm that was the easiest ever to me, the average is mediocre. What am I going to do now?
 - President – Look at the ACT scores, we are at the top. Why is it?
 - Mike – One of the problems we had was transfers suck up a lot of energy. They come in behind. They aren't included in the ACT rate.
 - Monica – We are actually looking to apply for a NSF grant. We talked yesterday, and looked at student data with high GPA's and ACT scores. When we looked at the experience coming from the high school, it was different. Eight students were not prepared. This isn't fault of the student; they are missing fundamental basic classes to be successful in some of the basic ENG courses. This grant would create a course to eliminate the deficit. They have a high GPA because of the courses they are taking. Some of our students never took a chemistry class.

- Carmen – How can they have a high ACT if they come from those schools?
 - Monica – ACT doesn't go into the deep levels of a chemistry course.
 - Mike – The prep class is now all about analyzing data, not taking verbiage.
 - President – Don't think we are the only place. Our sample sizes are big. We have the same statistics coming in as other universities.
 - Monica – Those universities have courses to eliminate those deficits. We are behind on that.
 - Kader - I asked some students why they are struggling and they say they are working.
 - President – That happens at other institutions too. With a large sample size, we have the same characteristics that we compare to and they are 15% higher.
 - Mike – I disagree. We have a significant source of pell grant students. What are other universities doing?
 - President – Montclair State is creeping into the ranking and pushing us out. We can't fix that. There are other institutions that are higher in graduation rate.
 - Carmen – Is the main reason students walk away is money?
 - Provost – That is what we are trying to find out. The QEP survey indicated financial was the issue. The question always was is it really or not? Often it is used as an excuse. At this point, we are trying to find out why we are different. We all have 80-90% retention rate. UAB is higher than we are. They lose students at a different rate than we do. We keep losing them, and they level out. The working may be a necessity or a choice. We don't provide enough online to make it easy for them to work.
 - Mike – I had one transfer student come and say he has to figure out how to split his senior year due to having a third child. Another student came and said they dropping because they lost their babysitter.
 - Christina – I think the glaring difference is we are in Huntsville. There are more entry level jobs available to them and they get the experience. This then puts graduation on the back burner.
 - Kader – Our students get jobs and I have a hard time keeping them focused.
 - Mike – You being on the Chamber of Commerce, it needs to be said that you have to allow them to graduate.
 - Christina – We are a high tech community surrounded by a low income community. I do have students that have life issues and that is okay too. That is the catch, there are positives and negatives.
 - Carmen – My feeling is the community with engineers and scientists, their children aren't coming to school here. These kids aren't coming here. How can we attract those students?
- The board asked us to put together some enrollment data. The first is total in state enrollment in Alabama. The next panel down is in state at particular institutions. Auburn has been capturing more in state than Alabama and the trustees don't like that. We then focus on freshman, Auburn is capturing more than Alabama. The third page talks about graduation. UAB is getting close to UA. The next question was where the girl from New Jersey's statistics when she entered? Her ACT score was 18. How did she get into UA? The point of that is the board wants to review

admission standards every year. I think what they are trying to get to is reversal of the trend of out of state with in state. Our admission standards haven't changed in quite a while. We are running an analysis with high school GPA and ACT; the end of freshman year is 2.0. The standards we are using for admission is a little higher than that combination. This will be a topic of discussion going forward.

- Mike – I think we need more in state students. We still need to serve this 12 county area. It is shifting to Huntsville.
- Carmen – With this in state decline, has anyone looked at the reason? The number of high school students graduating has went down or stayed the same. From the numbers I had from ACHE, I was speechless to how many enter 9th grade and only a third make it to 12th grade. How can they not be motivated to finish high school?
- Laird – I think Alabama will go after anyone's students ours included.
- Commencement speaker is a NASA administrator, Robert Lightfoot.
- North China University – We have withdrawn that proposal after discussion with the board and Chancellor. In large part, due to security concerns.
- One other thing for the board, they are forming a Research and Technology Corporation. This would assist in the management of intellectual property.
- **Provost Christine Curtis**
 - Morton and Roberts Hall are proceeding and there will be a presentation at the board meeting. Roberts Hall won't start until 2019/2020, available fall of 2020. There are spaces for everyone in this building. This room will stay with the senate.
 - Tenure and Promotion – I signed two letters today. The letters will go out by March 15th.
 - Board agenda items – The Joint Nursing PhD will be on the agenda. We do not see any issues, the board likes having joint programs.
 - The ACHE agenda for tomorrow is Sports and Fitness Management, MAT in elementary education, and the ABA Masters degree in education.
 - Honor's Day is coming up in April. We will be starting with the Honors College early in the morning. The colleges will have their honors programs throughout the day.
 - Faculty Awards is April 13th. It will start at 3:00 with a reception then the ceremony at 3:30. I ask you to come and encourage your colleagues. There will be five staff awards
 - The hiring of faculty is going well. We hired three in business. We are interviewing three Clinical Professors positions. There is an open Associate Dean position open, but we don't have any candidates.
 - Kader – I am happy to hear about nursing moving forward. Do you think downstream there will be any PhD in Psychology?
 - Provost – I think so. Psychology seems to be a good candidate. There are others that are good candidates.
 - I received from Russ Ward the draft IT policies this morning. He has done what I asked for him to do and they go back and look at UA and UAB. Some cases they don't have policies and some they have three for our one. I imagine at some point it would get to the system office and there be more conformances. We were told to take what was given to us and work with it. We did that. We took the comments and tried to apply that. I would like to have worked with you.
 - Kader – Will we have the 60 day review time?

- Provost – Yes, once I review them. I think Malcolm and Russ did their best to address their concerns and make changes.

➤ **Officer/Committee Reports**

- Carmen Scholz, President
 - I don't really have a report. I have a list of bills that we looked at this past year. If anyone has additional knowledge, please let me know. I have sent you that very graphic policy.
- Mike Banish, Past/President-Elect
 - Personal note, my family is going up to the March for Our Lives. If anyone else is, we can all meet up.
 - When we met with the Chancellor and the Chief Compliance Officer, we brought up that there is never a legal person besides friends on the outside to look over these policies. I asked could he assign a lawyer out of the system office. He agreed to that. The Child Protection Policy was discussed with the Chancellor. Nobody is saying that we don't need such a policy; we just don't want to shut down the campus outreach.
- Kader Frendi, Ombudsperson
 - No report.
- Christina Carmen, Governance and Operations Committee Chair
 - This is my first year as Chair. I think it's time to ask the Chairs to nominate for senators. I went to look at the website for duties, it wasn't there. I got with Monica and will start to do that. I may assign certain committee members certain departments.
 - Mike – You will need a President-Elect and Ombudsperson.
 - Kader – They have to be current or incoming senators.
- Anne Marie Choup, Undergraduate Curriculum Committee Chair
 - We had our February meeting. We looked at dozens of proposals. A few we sent back with questions.
- Laird Burns, Finance and Resource Committee Chair
 - Carmen - I want to congratulate Laird on a very smooth RCEU organization. I think it is developing fantastically. If you manage to get the kids paid in a reasonable time frame that will be great.
 - Laird - We changed some things and found some other problems. The good news, of 33 funded today, we are learning a lot. We just did the announcement for distinguished speakers.
- Monica Dillihunt, Undergraduate Scholastic Affairs Committee Chair
 - No report.
- David Johnson, Faculty and Student Development Committee Chair
 - No report.
- Vladimir Florinski, Personnel Committee Chair
 - We had bill 416 for review. I will pass the comments on to you.

➤ **Bill 416**

- Carmen – Motion to introduce. Mike moves to bring the floor. Monica seconds.
 - Mike – I move that it passes first reading.
 - Laird – When we were talking with the Chancellor, we voiced strong support for the policies.
 - Mike – This one is different. This isn't the abuse. It's really the resolved at the end.
 - Carmen – This is our policy. All in favor of passing first reading. Ayes carry.

- Sexual Misconduct Policy
 - Mike – One observation of this policy is the graphic language. I think there are a lot of things that need to be moved to appendices. I actually have a theory all the graphic language is put up front to get people to stop reading the policy. I have questions back to the administration. If I was accused of sexual misconduct, put in jail, and the charges were eventually dismissed. What would happen to that individual according to that policy and how would that be different than the past?
 - Provost - I am lost.
 - Mike – There was a faculty member accused last semester. They were dismissed with prejudice. How would the policy be applied with the arrest with dismissal or dismissal with prejudice? That is not clear at all in this policy.
 - Kader – This was a very graphic policy. I was wondering why that all has to be put in there?
 - Anne Marie – What are you referring to?
 - Kader – I couldn't finish reading the policy.
 - Laird – In the legal realm, there are things prohibited, but some are not. There are a lot of things that are unacceptable, not just certain things. Can we have some of Chad's time to review this?
 - Mike – Our intent should be clear.
 - Carmen – I have a question also I didn't find addressed. False accusations? In my department, all my male colleagues have had encounters with offers made for better grades. If the student makes an offer and the professor doesn't move forward, there is fear of false accusations.
 - Anne Marie – Can you make on the record reports?
 - Mike – Maybe that is something that needs to be included in this? How does the university start to deal with these situations?
 - Laird – If you are accused as a male professor, there is then a bias.
 - Carmen – I am not saying it is happening all the time, but the topic wasn't addressed at all.
 - Provost – There are 33 pages.
 - Mike – I searched for dismissal with prejudice and did not find out.
 - Carmen – What is your idea of proceeding? We are not rewriting the policy. We need to collect ideas and opinions and forward those to the President. It will not go to the senate next week. I would like to start the letter.
 - Kader – Do we have enough time on this policy? We need to ask the President.
 - Carmen – He said May.
 - Laird – Can we ask him if we could have time with Chad?
 - Provost – I would suggest that you have a personal discussion with the President. Some of these concerns have been voiced before.
 - Carmen -I would like to extend 5 minutes. Ayes carry.
- Agenda for senate meeting is approved.
 - Four bills that rolled over and Bill 416.
 - All in favor of the agenda. Ayes carry.
- Meeting adjourned at 2:25 pm