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

Present: Carmen Scholz, Laird Burns, Monica Dillihunt, Tim Newman, Christina Carmen, Mike Banish, Kader Frendi, David Johnson, Vladimir Florinski

Absent: Anne Marie Choup

Ex-Officio: Provost Christine Curtis

Guest: President Bob Altenkirch

- Faculty Senate President Carmen Scholz called the meeting to order at 12:52 pm.
- **Administrative Reports**
 - President Bob Altenkirch
 - This is the rendering of Morton Hall and the greenway. The trees in the back are going to be thinned out for more visibility of the structure. It will help move some of the tent people. We own part of that area and either the state or city owns the other part. The parking lot on the end of Morton now will be turned.
 - Mike – I am lost. You said it is going to connect with the greenway. I don't see the connection.
 - President – It isn't there yet. The green space by the parking lot, there will be a left turn to connect to the greenway.
 - Charger Village bond issue went well. It sold; there is money in the bank. We will start on Roberts/Morton bond issue. In May, Morton will move to CTC. In October, construction will begin. In July of 2019, CTC people will move into the renovated building. In December 2019, there will be movement into the new addition. Roberts will move in the fall.
 - Mike – Old Morton will be ready by July? The addition will not be ready until spring '20?
 - President – Correct.
 - Carmen – Are there offices or just classrooms?
 - President – Just classrooms?
 - Carmen – The largest classroom is only 119? So the 200 classes won't fit?
 - Provost – Correct.
 - Mike – Why did we decide the building would open in the fall and the classrooms in the spring?
 - Provost – Construction for the new couldn't move as fast as renovation.
 - Kader – How much square footage are we adding?

- Provost – I don't remember, but we pushed them to get as large as classrooms as we can get.
 - Laird – How many classrooms?
 - Provost – Four tiered, three flat, two or three forty seat ones.
 - Carmen – Can we use the Chan Auditorium for teaching?
 - Provost – Yes, but people don't like it.
 - Carmen – The 119 room doesn't accommodate freshman chemistry or organic.
 - Kader – The same is said about 105 in Tech Hall. It has pillars. It isn't set up for teaching.
 - Provost – The new classrooms will have sufficient space so people can walk behind. The 74 seat ones are set up like nursing. The 80 and 100 are more traditional. More traditional holds more people. They have all real tables and moving chairs.
- When the new building is done in December 2019, education will move here. March 2020 renovation will start. July 2020 they will move back to Roberts. We then need to look at what to do with this space. Converting this into a classroom building didn't come through.
 - Carmen – What about labs?
 - Provost – That would be major renovation.
 - Laird – PCS?
 - President – That seemed too expensive.
 - Kader – In the twenty year map, there was a connection between CTC and Beville. Is that still long term?
 - President – Beville is changing. It was built for the army. The army had to stay in the Beville when coming for training. That isn't true anymore. The hotel part is now housing students.
 - Mike – That is why they are full?
 - President- Yes.
 - Provost – It's students.
 - The Cyber School that is coming to Huntsville needs a short and long term solution. One short term solution was the Beville Center. You will have kids on campus. In the first year, they would have a small number of students. If we can work it with the army, there are classrooms and food service. There is discussion about the state building housing for that school. There are three options. One is on the south end, other is Executive Plaza, and lastly, behind Spragins. The ones looking at this prefer the southern tip.
 - Parking – When the residence hall comes online, parking will be associated. We will have to reorganize parking on that end. We proposed to the board that we increase parking fees \$5-\$10 per permit. If you buy for the year, it increases by \$10. If you buy in the spring it's more. UAB is raising some of their permits \$100/year. Tuscaloosa is raising \$20/year. The board was okay with it. The other issue is the expiration date on the permit. Classes start before the permit expires on August 31st. The issue with that date is the students won't live in the same place next fall as this fall. You have students that may only be commuters in the fall not residents. Going forward, we need to change the expiration date.
 - Carmen – Why doesn't the decal expire when the semester starts?

- President – We will have to go with something like that.
- Laird – The first six weeks of every semester is terrible.
- Carmen – I had a feeling that last year during the summer, they knew you couldn't be ticketed.
- Kader – You said there will be a fee increase? What will the fee go to?
- President – Parking lot at MSB. Fix executive Plaza parking. This helps fix lighting.
- Laird – What about when the renovation center comes online?
- President – That will make problems.
- Provost – We have the benchmark which is really across the street.
- Mike – How does that help us?
- Provost- You can walk down Bradford. It's very close to the business center.
- Mike – That goes back to the issue to cross Sparkman.
- Laird – Is there a crosswalk?
- Mike – Yes.
- Kader – Can we have something like you have on Holmes on Sparkman?
- President- When we ask about Sparkman, they say no. The reason is because it connects University to I-565.
- Christina – It's terrible to wait until something terrible happens.
- Kader – There has already been a casualty.
- Mike – Why don't our police patrol Sparkman?
- Tim – They do. I have heard about them giving tickets.
- President- They patrol Sparkman and Executive Plaza.
- Tim – I think we are approaching a morale issue with faculty. Many feel they are falling behind other institutions within salary.
- President – The raise pool is the same. When someone is in place on May 15th, then they leave, the money is in the pool. It gets distributed to those in that pool.
- Tim – You gave all VP's a 2.5% raise. Christine received a 2% raise.
- Provost – I was in that pool. There are people being paid under market price. We can't pay all them to get them up to market. It was about \$28-\$29K. We spread that across all cases.
- Tim – I am not here to argue numbers. I am told it isn't a onetime thing, it happens every year. The average faculty raise is much lower than the VP raise. They feel they aren't being paid attention too. You don't need to make the case to me, but to the faculty. On the Child Protection Policy and Sexual Misconduct Policy, these policies are not designed to protect faculty or students. They are designed by lawyers to protect the university and the system from lawsuits. We've got to have attorneys that are looking out for faculty interest. Bob, I don't think they look out for your interest. They are protecting the system. That is who hired them.
- President- There is two kinds of policies. One you have great legal exposure. You can defend those in court. We don't get sued much here, but Tuscaloosa does. Yes, those are written to protect us from legal problems. Then there are other policies that is doesn't matter.
- Mike – One of the things that we have talked about is those policies don't give you a clear definition. They are written very poorly in regards to our

institution to define care, custody, and control. If we put on a science fair here, the policy is very difficult. Nobody can figure out from that policy where science fair comes in if I am a judge? This goes back to what Tim is saying. The policy is very poor at limiting your potential exposure, ours and the institutions. The ones who wrote the policy have little knowledge about the outreach opportunities here. Those are incredibly poor written policies. They open us all up to anything. That is one of the real problems. They aren't looking out for faculty or the institutions. The lawyers aren't at the science fair.

- Tim – Our faculty are on the front line. These lawyers aren't looking out for us on the front line. It makes it hard to do our job. I don't think they are servicing us well. If we teach a 500 level class, prerequisites are gone. Does the faculty control the curriculum? Or does someone else? If we teach a class that is cross listed, the 400 have prerequisites, 500 doesn't. Why didn't they even think I teach a cross listed course? What happens at the end of the semester? We get nasty comments at the end of the semester because some have prerequisites and some don't. In the graduate catalogue, the prerequisites are gone.
- Provost – You are referring to the graduate catalogue?
- Tim – Yes.
- Carmen – I think a lot got lost in the catalogues when it was rewritten or updated.
- Tim – That is an issue for faculty. We have the issue of not having waiting list for courses. We just keep moving rooms. We write our syllabus for one number of students, and then it keeps changing. Do we redo this last minute? Or maybe the room has changed and it affects how we deliver coursework? The last issue is DFW's. If you have more than 25% DFW's, you go on a list. The faculty then feels like they are viewed as poor teachers. This is our life work. You all are here for 5-10 years, we are invested we are here 15-20 years. To put the blame on faculty, that does not go over well. There are serious morale issues. I have only touched the tip of the iceberg. We are not headed in the right direction. We will have a faculty fallout if we do not correct this.
- Provost – The DFW rates are looked at each semester to see what the issues are. It is then reviewed. We look to see if it's faculty or are the students not prepared. Deans, Associate Deans, and Chairs are the ones that look at this.
- Mike – I have brought this up already this year. We are having a real problem with athletics. It didn't use to be the way it was. I have two students that will miss the final because they are going to the Gulf Coast Championship. If we have to withdraw from the Gulf Coast because they have this during our finals that is a decisions we have to make. It needs to be made known that these are scheduled during our finals week. The other thing is we can't come because I have to make practice because the coach will cut me or I have to make the games. This is an academic institution. A decade ago, I may have had a baseball player that showed up and was prepared. I used to want more of them. I am telling you now; I don't want them in my class. The coaches, AD, whoever, are taking more priority in

winning championships rather than graduating on time or getting a D or F. I am sorry you can't take a final two days early in certain classes. Why is our coach saying you have to go and miss finals?

- Vladimir – Are they required to comply?
- Mike – If they don't, they lose their scholarships.
- President – The athletes do better academically than the non-athletes. That is all facts.
- Mike – Up until 5 years ago, they did.
- President – But they are doing better academically?
- Mike – No. Back to the salary pool, if there is such a disparity between faculty and institutions, why don't we have the same raise pool? You know there are faculty vastly under paid. You are sucking money out of the rest of the faculty.
- Provost – These are people have retired or left on May 15th. The money goes into a pool. The college can decide or the college can submit names for most serious cases. That is what we do.
- Mike – So the rest of the faculty suffer? What was the average faculty raise?
- Provost – 2% pool. The severely underpaid have come from the May 15th pool. The May 15th pool is people who are not here. Nothing was taken from the ones here.
- Mike – You are using the pool money to make up for severely underpaid faculty.
- Provost – All the 2% that went to each faculty/staff member to the college went to the college.
- Laird – For those underpaid, who made that call?
- Provost – No, it was a request from the college.
- President – The average raise would be higher than 2%. It is calculated on a higher population than what it was given to.
- Provost – There were some that was severely underpaid.
- President – The average raise will be higher than the pool.
- Mike – I don't think that really happened.
- President- At the VP level, there was a 2.5%. That was calculated on Ray Pinner being here.
- Mike – Why do the VP's have a separate pool? Every year the difference between the VP pool and the faculty pool of money continues to grow.
- President – It is not true.
- Mike – They will get the exact same raise as the faculty.
- President – There will be a pool.
- Kader - I come from the biggest department on campus. We lost two staff assistants. We had no overlap of the new hire. The department has been running with no one in the main office.
- Provost – One person has been hired. I made the request for the second person the President, he said yes.
- Kader – There was no overlap between the new hire and the old to coach them. We had to wait until someone was retired and gone fully before the new person was here. Why do we have to wait for someone making \$35K

to be completely gone? I didn't see the logic when looking at their level, why do we have to wait for them to be gone?

- Provost – Bob, we are following the rules you gave us. When we have special circumstances we can adjust?
- President – Yes.
- Kader – This was unfair to the dept.
- Mike – You have how many new faculty at 1-2 years?
- Kader – 3-4.
- Mike – You are putting someone in there that isn't used to the university accounting system. You have millions of dollars that no one knows how to help the new faculty. Someone should have been moved over from C&G. Nobody was prepared for that. That was the biggest tragedy.
- Carmen – I got a couple of phone calls for this year's tenure decision. I understand it was spread out over three days?
- Monica – We had some exceptions because things didn't occur with the guidelines per the handbook. We sent those back to the Provost and had to wait on the Department Chair for new letters.
- Carmen – That is not within three days? I can only speak to the phone calls I received. I really like the way of delivering all letters on the same day. I think hand delivering would be better.
- Monica – In Christine's defense, there were issues in following procedures.
- Carmen – The other issue was negative tenure decisions. I was aware that counseling for those individuals. From what I hear, it wasn't made available. The retention issue is another. Talking to faculty and colleagues in my department. We talk about how the advising is the problem. We are curtailed in our interaction. I have tried as Chair that doesn't go well. We had much better success with the students when they were advised by faculty members. We have a handful that is willing to join, but they are pushing away labs. I have tried with food and goodies. If we could have access to our students, I think the retention would be better.
- Provost – What access would you want?
- Carmen – I would like for the professors to be put back in charge of advising our students.
- Provost – Some faculty are advisors?
- Carmen – No.
- Tim - In our department, seven years ago they took that away from us.
- Provost – Professional advisors are good. There is nothing wrong with the professors advising.
- Mike – We were told we were not allowed to advise. There isn't a place for them to sign. They don't have to come see me before they schedule their classes. They can do what the advisors say even if it is opposite of what I say.
- Kader – This is direct correlation between our DFW rate and advising. I see the students doing things they shouldn't be doing.
- Carmen – I tried to tell people once they went to the advising center they need to go to the undergraduate advisors. No one usually comes to see that advisors.

- Monica – We have an intro course. The Chair assigns a list of advisees. We put together a schedule on our door. We meet with the students. They are assigned to the faculty advisor. They have to sit down with us. It is part of their requirement in that intro course.
 - Carmen – Our intro course is diluted into engineers.
 - Mike – Years ago, they took our signature off the form.
 - Provost - Have you talked with your Chairs?
 - Mike – Yes. They say no.
 - Christina – In MAE, there is a central location.
 - Carmen – In our department, we are much smaller.
- Provost Christine Curtis
 - We have the Dean search ongoing for AHSS. We have one candidate here today. The public session is right now and the next is during senate meeting.
 - The board meeting, the PhD passed. It has got to ACHE.
 - The Center for Regional Transportation Management has passed. It should be up and running by early June.
 - Graduation is May 6th. We have normal commencement times.
 - Faculty searches have gone very well.
 - Tomorrow morning the IT policies will be worked on.
 - Kader – Thank you for your efforts on the PhD.
 - Provost – I am bringing up a PhD in Psychology.
 - Mike - We had the meeting with the rest of the faculty senates after the board meeting. It was nicely done. Interesting things that came out was UA faculty has no knowledge of Board Rule 108, Child Protection, and Sexual Assault. UAB has knowledge of Board Rule 108, but do not understand it. They have no knowledge of Child Protection or Sexual Assault. They are going to send Carmen their policies. No one is together on that. We came to an agreement that the getting together of young faculty, they will choose the new investigators. The first meeting will be at UAB and ask the Chancellor to cover hotel room costs. It would be called the Chancellors Choice Award. We think of this as an investment.
 - Provost – We pay for anything the system does.
 - Monica – This was in lieu of the bus tour trip.
 - Provost – One idea on getting people together would be with the Scholar’s Institute. We support the people that go from the Provost Office. If they are interested, they come together at the same time. It rotates among the institutions.
 - Mike – This coming May it is at UAB?
 - Provost – Yes.
- **Officer/Committee Report**
- Christina Carmen, Governance and Operations Committee Chair
 - The governance committee is actively pursuing senators for next year. The members have done a great job. Our success rate is we have new senators from 14 departments. We are actively seeking the five that we are waiting on. Next Thursday is the last faculty senator meeting; can we send that out to new senators? Thank you, Tim and Carmen, for answering questions. From your department, you have been reelected and then you are nominated for President-Elect. That is still pending? If you do become President – Elect, will you be a voting member?

- Tim – Should he win both, the department will send another member.
 - The voting for President-Elect, does that happen with me?
 - Tim – In the call for senate meeting, the call will close for nominations, and then let the elections start.
 - I have been keeping up with absences. The latest with that is we have had one with two and a warning was sent. We now have one without three.
 - Tim – If it isn't in a row, they are ok.
 - Monica Dillihunt, Undergraduate Scholastic Affairs Committee Chair
 - Mike and I are going to get together and discuss retention issues. Brant was supposed to help me get information.
 - Tim Newman, Parliamentarian
 - No report.
 - Laird Burns, Finance and Resources Committee Chair
 - RCEU: We had a couple that didn't work out. We are at 38. We are learning what clauses to put in for next time.
 - Carmen – 38 confirmed?
 - Laird – 35 but 3 sent out.
 - Mike Banish, Past/President-Elect
 - No report.
 - Kader Frendi, Ombudsperson
 - No report.
 - Vladimir Florinski, Personnel Committee Chair
 - No report.
 - David Johnson, Faculty and Student Development Committee Chair
 - No report.
- Kader Frendi moves to extend meeting by five minutes. Ayes carry.
- Bill 420
- This was started last time. It goes to the top of the agenda. Bill 422 & 423 will carry over. We need to come up with a response letter on Sexual Misconduct. I have sent a skeleton letter. I have received from Tim earlier a list of items that are not addressed or ill-addressed in the policy. I think we have to discuss this letter by email due to time. Finally, I have a table of the bills that we worked on this past year.
 - Mike – I asked you last time, Christine, specifically by this policy about the faculty that was dismissed by prejudice. You said you would look into this?
 - Provost – I forgot.
 - Mike – It is not clear and it could go under either policy.
 - Provost – I am not sure that once it gets into the courts if we would conduct this.
 - Mike – It is not clear.
 - Carmen – False allegations are not addressed properly in this policy. There is the issue that Mike brought up. Under false allegations, students make them against faculty. We know students offer for better grades, if they are turned down, they retaliate.
 - Laird – Until it is determined true or false, what is the process in between?
 - Tim – This policy will be a nightmare to administer. You are going to need a whole fleet of people to investigate. I am afraid we won't have people properly trained.
 - Laird – Using the words “sufficiently severe”, the language is not clear.
 - Provost – We are still hoping for improvement.
 - Bill 420, 422, & 423 will be placed on the faculty senate agenda.

- Approval of agenda ayes carry.
- Meeting adjourned at 2:26 pm.