
FACULTY SENATE EXECUTIVE MEETING
August 24, 2017
1:00 P.M. in CTC 104

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

Guest: President Bob Altenkirch

- Faculty Senate President Carmen Scholz called the meeting to order at 1:04 pm.
- **Meeting Review:**
 - Bill 410 passed first reading.
 - OIT Policies voted to be put on the agenda for senate meeting.
- **Administrative Reports**
 - President Bob Altenkirch
 - There is a grace period between the first day of class and the 5th of September for zone parking. Residential students are driving from class to class. Faculty/Staff are parking in designated spots. The complaints are coming from the commuters. Come September 5th, tickets will be given. We will station officers at the entrances at lots to stop illegal parkers. The plan is during that week to take data and determine what adjustments need to be made. You can see the adjustments now, residential students need to stay put. There may be a need to adjust commuter/faculty slots. The number of parking spaces is okay. You do see vacancies if you drive around.
 - Kader – The signage isn't as I expected. When I go to BAB, and turn off in the parking lot, there is nothing to designate faculty/staff. Signage isn't visible.
 - President- Signage on the parking deck was confusing as well.
 - Carmen – If you look at the faculty lot near MSB, you would think no faculty are there. Those spots are just visitor and fifteen minute spots.
 - President- The week after September 5th, there will be adjustments made.
 - Mike – I park in the back of the ENG bldg. When the other lot opens up, it won't matter.
 - We heard complaints from the fitness center members so we built the lot in the back. There isn't any parking there.
 - Tim – After driving around, concrete barriers are just placed. Can we have a map showing where those are located?
 - President – Yes, we will get one posted.
 - The company that manages the executive plaza, we have entered an agreement to continue managing the property. It pays for the maintenance.

- The incubator information should be coming out soon. Later, when they get to the point of extending the greenway, there will be an orange vinyl fence put up. You won't be able to walk through there. We will be placing a temporary sidewalk for students to get to the greenway.
 - Kader – That is far away from the building site.
 - Mike – CCH.
 - Carmen – That is on the other side.
 - President – Two things are being built – incubator and greenway.
- This building is slated to be renovated in December. The approval has been obtained from the board. We are going for one more step at this coming meeting. The floor plan is laid out and a space for the faculty senate has been designated. You will have to move out during the renovation
 - Laird – Is this just classrooms?
 - President – Yes, just classrooms. This will become a classroom building.
 - Carmen – Will we have to save our furniture or will it be refurbished?
 - President – We will have to find out.
 - Kader – We would like new furniture
- The other thing is health insurance. The cost for the insurance pool is projected to go up. The driver is specialty procedures and specialty drugs. This is causing an 11% increase in cost. I have Alabama's schedule like this. Their cost is going up 17.3%. This is a projection of how we capture the \$1.344. It is an increase of \$1,073,064 for UAH and \$271,776 for employees. This is based on 24 payments. The increase for single is 1%, and the others are 10%. The reason for that is the ACA has a safe harbor. That means the least expensive program, single, that person could buy insurance on their own, and you can't charge more than a calculated value of the health care exchange. Its cost is \$96/period. Salary over \$1,000 is \$96. We can't go over that by law.
 - Mike – Those less than \$35K have no increase and we move that up to you, me, and most of us in this room? Keep it at \$31.50.
 - Laird – I second.
 - President – Ok, but not in the single. We can't go above \$96.
- The next few pages are a comparison of the plans at UA, the system, and UAH in regards to copays. We are trying to bring these more in line. The last page is the changes in copays over time. The reserve is getting too small and they are trying to build it up.
 - Tim – As there been any thought to change from OptimumRX? I hear some people have a lot of issues.
 - President – I don't know what the issues would be. I use it, and never have issues.
 - Tim – One is on a cancer maintenance drug. This individual has come several times expressing concern.
 - President – There is one individual within the insurance plan, for their situation, there is one or two procedures approved. They wanted a different procedure, at a very high cost. We are self-insured. We opt into a plan and bought the terms for that plan. There are no exceptions. If there is an exception, then UAH would be paying for it. We would then provide

personal service with state funds, which is illegal. HR gets request, but they are denied.

- Tim – Exits/entrances to Tech Hall. About 25% of our students have entrance there, it looks dirty. I would like to see it improved. The one off of Technology Drive is the most used. Perspective students use that entrance the most. The stairway is awful and the stairs are dirty.
 - President - I asked several days for the lawn maintenance to be taken care of.
- Tim – There are two sets of exit doors there. Something is broken on them. You can't go in, and you can't go out. It's physically barred and a very small sign is up saying "no exit". In a fire situation, we would be in a bad spot. It's the western most doors. There is a double set of doors that goes over to another lobby. Those doors are always closed now. The pins always stick and we can't open. In an emergency situation, we have an issue.
- Laird – Ben Graves Drive used to be four lanes, now two. That is very interesting to me. Why did we do that?
 - President – The center lane is for turns.
 - Laird – We decreased space.
 - President – The lane is wider for bicycles.
 - Mike – Could we strip off for bicycles around campus?
 - President- We are waiting to see if that would be necessary.
 - Mike – I think more would use bikes if we have a lane.
 - President – The bike lane on the greenway turns out to be dangerous. Bike lanes aren't always a good thing.
 - Mike – We may push that traffic off because there aren't lanes designating that.
 - Kader – The bikers still go on the sidewalk.
 - President – We didn't put the lanes in because they can't go all the way around. The thinking was it was dangerous.
 - Mike – I do agree with you on that. Maybe we should put place signs letting them know the lanes are for bikes.
- Laird – Thanks for the new sidewalk.
- President – We did buy more bicycles for Charger Cycle. We bought 43. If we bought more than 43, they had to go out for bid. So we will buy more later. We will place more racks as well.
- Kader – Do we have numbers for fall?
 - President – The last number I saw, unofficially, was 9,169. The projection was 9,234. The difference was the persistence at the junior/senior level wasn't good. The freshmen retention was really good. If you dig deeper, the retention of out-of-state students is better than in state. Out of state have the high ACT scores and are in the scholarship matrix. So in state must be leaving due to financial reasons.
 - Mike – Undergraduate vs. Graduate?
 - President – I will have to email you those.
- Kader – I think with the numbers increasing, we will be at 10K very soon. The concern I have is the erosion of the UAH brand, the standards. We are more

concerned with getting students in and graduating them. I feel we are losing the desire of quality education.

- President – The financial environment dictates you have to bring in more revenue from the students. It is what it is; you have to deal with it. The average class size will go up.
- Kader - I feel we are watering down the standards.
- President – I don't agree with that. I went to big universities and it was fine.
- Carmen – I don't think class size would be the issue. The problem I see is a rotation of instructors. I see more trying to keep students by giving good grades. I would rather see more keep fewer and hold the standard. The last thing I want to see is our graduates leave with lower skills. Then the companies around won't want our students.
- President- You don't know that is happening.
- Kader – If you look to the future of letting everyone go through. You have grade inflation. We are lowering the bar.
- Mike- If you look at the DFW rates, we are taking without much justification Professors that have high DFW rates out. Is the instructor truly the problem or are the students not getting the idea that this is a gatekeeper class for this profession? One thing I love about the new SIE's for ENG is how many times did you try to find your professors office? Instead of moving professors out because of their DFW rate, we should research what is the cause for that rate. Historically, students who have done well, they realize they own their education. The new philosophy is we hope you get through and it won't be bad.
- Laird- There is a missing variable. I wasn't trained to teach. I see faculty who aren't good teachers. I think we are slowly investing into how to make better teachers. We are learning new techniques and tricks. This may help other faculty. We are researchers by nature, but we are teachers. I learn them and adopt them.
- Tim – I want to come back to class size. In my discipline, part of my job is to certify that they are professional. When I look around at other units with similar things - art studios, labs -I never see more than 25 students there. We are asked to teach larger sizes than that. We can't guarantee the quality of the students at that size. Some units are at a breaking point, we can't be expected to take on a 10% increase. An investment needs to be made with units that have high instruction loads. In a discipline like mine, students graduate making more than I will ever make. We have to pay equally.
- President- Financial pressures come from state money. We are lucky it didn't go down. At the last board meeting, we received a speech on him passing the increase this time, but he stated there will be a time he won't. Health insurance will go up 10% each year. There isn't any way around it. Salary increases are built in. There isn't a lot of cash flow left.
- Mike- If I look at the budget, I see that we have \$55M more in income per year than we did a decade ago. If I run out the percent of departmental faculty in the same budgets, they have dropped from somewhere around 31% of the budget to 26%. Of that \$55M/year, we are spending

proportionally less on faculty and more going somewhere else. Yes, where is that money really going? There is a lot of money going somewhere else.

- President- Health insurance is an example. This is \$1M a year.
- Mike – I don't believe that eats all the increase.
- President – There are other factors. The pressure is going to be don't count on any increase from the state. The other pressure is looking at tuition increase is pushing 20%; they have leveled off to 4%. We can't go above 5%.
- David – What I am hearing is that there is no choice but to erode the quality of education at UAH.
- President – Eroding quality is different than increasing enrollment.
- David – They are saying we need more assistant/associate professors. You say we can't do it. We ask to keep class size small, and you say no. We say we want quality education, you say we can't do it.
- President – We need to increase revenues from tuition/fees, but not spend it at the rate we are bringing it in. When you go through the audit statement, there are two places that will sting you – depreciation and investment income.

➤ **Officer/Committee Reports**

- President Carmen Scholz
 - Nothing to report, but thank you all for serving. I am disheartened by the lack of desire from others.
- Past President Mike Banish
 - There is a new bill 410. I suggest this goes out to committee.
 - I just passed out to you a history of bills back to 2015. This is all that have been presented to senate and their status. Obviously we are back to working on the faculty handbook. We missing Bill 399.
 - Carmen – I appreciate the list. This will help me update everything.
 - Tim – We think it went to committee, Bill 399.
 - Carmen – I think everything in committee needs to be reassigned.
 - Mike – I put together a list of policies.
- Parliamentarian Tim Newman
 - No Report.
- Ombudsperson Kader Frendi
 - No Report.
- Governance and Operations Committee Chair Christina Carmen
 - I was charged with looking at the faculty committees. I put this together by looking at the website. Highlighted yellow denotes confusion.
 - Mike - I talked with nurses at graduation. They are all assigned teaching during faculty senate. Maybe talk with the Dean.
 - Christina – What determines the number of members of each committee?
 - Mike – the bylaw states that you should have a representative from each college. We decided to split it up based on the work load of the committee.
 - Christina – As chairs do I need to reach out on this?
 - Mike – Yes.
 - Christina – How do I do that?
 - Monica – Email the Dean.

- Carmen – Math is the biggest issue.
 - Christina – They vote on their senator August 31. MAE is voting on two additional senators tomorrow. For University committees, I emailed Peggy for an updated version.
 - Laird – Is there a task force list?
 - Mike – Yes.
- Personnel Committee Chair David Stewart
 - No Report.
- Undergraduate Curriculum Committee Chair Anne Marie Choup
 - No Report.
- Undergraduate Scholastic Affairs Committee Chair Monica Dillihunt
 - No Report.
- Faculty and Student Development Committee Chair David Johnson
 - No Report.
- Finance and Resources Committee Chair Laird Burns
 - I am trying to get up to speed. Monica had started some things. I went down to our resource person to find out what a stipend is. I don't know the value of a stipend.
 - Carmen - \$3,500. This task force exists because there is trouble with the faculty complaining about how money is being distributed. We want a seat at the table with this task force. The next time the Provost is at the meeting, we need to arrange you being at that table. I am working to see if we can get a better relationship with C&G.
 - Laird – Do you want to do this at the next FSEC meeting?
 - Carmen – NO, next week.
- Approval of the agenda for meeting #580.
 - Add Bill 410.
 - Add minutes from #579.
 - Add OIT policies.
- Carmen - I have changed time slot for this meeting. I think we have to vote on this new time.
 - Kader – Let me suggest, 12:50 – 2:20. That is the end of a class period.
 - Mike – You would rather members miss the beginning than the later.
 - Carmen – 12:50? All in favor. Ayes carry.
 - Tim – You want to present that as a suspension of rules for the year. You need 2/3 vote. We need to get our bylaws changed to sync with the new schedule. Will this schedule stick?
- Carmen – General Guidelines. I maintain Mike's standing rules that proxies report to Lauren or me via email.
 - Tim -You can include these in your report.
- Carmen - Policies that do not concern faculty go out to committees. I want to keep our eye on senator's presence at meetings.
 - Laird – I think we should make the Dean/Chair aware.
 - Carmen – It is a senate rule that you can't miss more than three times without a proxy. I feel this will happen again.
 - Mike – The standing rule also indicates that they are up to date on business.
 - Monica – My proxies should come to committee and senate meetings?
 - Tim – Just committee.
- Carmen – New Bill 410.

- Tim – You present us with two choices – send to committee or pass on first reading to be on agenda for second reading. We do not have the option here to reject.
- Carmen - You have seen it. Do I hear a motion?
- Kader -I move to send it to undergraduate scholastic.
- Mike – Why?
- Kader – Let them submit changes.
- Mike – It is the same as the one administration rejected. This is just stating that the President will find money.
- Mike – I vote against going to committee.
- Kader – Do I have a second? David Stewart seconds.
- Carmen – All in favor of going to committee. Motion failed.
- Christina – Why did you want to send this out to committee?
- Kader – President declined the bill before, he will again.
- Mike – No he won't. This is what the Provost suggested it.
- Christina – What is the goal of having the committee to look at?
- Kader – Have time to tweak it.
- Monica – We have already seen this.
- Carmen – Vote on sending to full senate. All in favor. 1 abstain.
- Anne Marie – Why 3.2?
- Mike – So that we see that these students have a chance of success.
- Tim – When we discussed this in senate, wasn't there concern that some didn't qualify.
- Monica – It was a 3.2.
- Mike – 3.2 would be 4 A's, and 1 B in a full load.
- Carmen – We move this to the senate
- Carmen - I have a question about signature approval and authority process. Now what? Administration didn't agree.
 - Mike - It is a policy. We can put a bill forward or leave it alone. We wanted to achieve that the PI is the first signature on the account.
 - Carmen – It was poorly written.
 - Tim – If I want to go to a conference and it is \$1500, and the university doesn't want to spend that money, I can't go.
 - Carmen – It is now between you and your Chair.
 - Mike – We could put forward a bill giving an explanation.
- Kader – I move to extend the meeting. Laird – seconds. All in favor.
 - Carmen – We accept the policy as it is.
 - David Stewart – We passed a bill, they changed the bill.
 - Carmen – We made a policy, they made changes.
 - Laird – They aren't going to listen to arguments. If we have a reason why it isn't working, they tend to listen.
 - Tim – If you are in that situation, the senate doesn't want to listen. If the President has told the Chairs not to approve. I think the background to this is people in their last year of employment. They didn't want them to spend their money.
 - Carmen – You would need a grievance.
 - Tim – If we didn't have this policy, I could spend the money.
- Carmen - OIT Policies have been broken down by Mike. We have 12 of them. The OIT policies have been worked on with OIT and Mike.

- Mike – we had a lot of issues with them. The Provost agreed. These were with Russ Ward. Over the spring and summer the Provost and I sat down with Russ and Malcolm point by point. They need their own policies. Most of this stuff doesn't involve faculty. It is mainly administration. My suggestion is to put them on the webpage as updated OIT policies. We can then decide to have them discussed.
 - Carmen – You suggest putting them on the web and move them to senate?
 - Tim – I move that these 12 policies go on the agenda. Kader seconds.
 - Carmen – These policies will be on the webpage. All in favor of moving to full senate. Ayes carry.
- Motion to adjourn by Monica Dillihunt at 2:43 pm. Ayes carry.