
FACULTY SENATE Executive Meeting
January 12, 2017
12:30 P.M. in CTC 103

Present: Monica Dillihunt, Kader Frendi, Carmen Scholz, Joseph Taylor, Christine Sears, Ramon Cerro, Mike Banish, Tim Newman, James Swain

Absent: Earl Wells, Eric Seeman

Ex-Officio: Provost Christine Curtis

Guests: President Bob Altenkirch

- Faculty Senate President Mike Banish called the meeting to order at 12:42 pm.
- **Administrative Reports**
 - President Bob Altenkirch
 - We signed off on the class scheduling policy. We would like to get the second's bachelor policy in place as soon as possible. Advisors are confused. This would make it much simpler. We are in a recruiting season.
 - We have a draft of the parking study. There are a few minor editorial changes that need to be made. It says that we have adequate parking. With enrollment at 10,000, we will still have adequate parking. Our problem is not spots, but utilization of spots. They recommend zone parking and a transit system. The bad news is it costs \$400,000 a year to operate a transit system.
 - Joseph – What is involved in the \$400K?
 - President – They recommend contracting it out.
 - The zoning and transit are pointed toward having people park one time. The problem isn't adequate spots; it is people moving their vehicle throughout the day. I think the parking consultants are going to give an overview to the Vice President's and police officers in a week or two.
 - Joseph – Could we partner with Huntsville? Their buses come through campus.
 - President – The problem will be timing.
 - Mike – Why can't we have a shelter where the bus stops across from the police station? I think it would be nice to revisit that.
 - President – They are recommending implement the transit system and operate it for a year, based on that place shelters based on your patterns within that year.
 - Monica – What is the suggestion to zone parking?
 - President – They are recommending nine different decals.
 - Carmen – What happens if I have to change zones due to a meeting?

- President – Get on the bus.
 - Joseph – Will it be zoned for faculty/staff, students, or zone 1, 2?
 - Christine – Some campuses have gold decals that cost extra, but allows you to park anywhere.
 - President – I had a sticker for my building, and also another sticker that would allow me to park in a couple lots colored the same for extra.
 - Provost – There are other places that faculty can park in any faculty/staff lot.
 - President – They are saying we have parking but not using it efficiently and utilize the transit system.
 - Kader – Are we going to push residents to outside lots?
 - President – Their recommendation is they will park near their residence hall and not move the vehicle.
 - Kader – The problem with that is the parking garage will be full all the time.
 - President – They are proposing that the parking garage be charger village parking. I think they colored SSB lot to no student parking.
 - Monica – Is one proposed to start in the fall?
 - President – They are proposing starting both at the same time.
 - Carmen – I think you have to have both start at the same time.
 - Monica – What are you saying, President?
 - President – I am saying I have just read the report. I haven't talked with them yet. Another suggestion was a gate, which is expensive. Another suggestion was parking meters, those cost money. Top level recommendations seem to be correct.
- Provost Christine Curtis
 - We have searches out for tenured faculty. We have one offer out as of this morning and we have been turned down by one. If you are involved in searches, push your people. Secondly, I met with Kader, Mike, Tim, and Carmen, last Thursday, to discuss the plan for the handbook. We have returned the lecturer and librarian policy to you for review. We have asked for a task force for online. Hopefully we will find people that are available at 8:00 in the morning. There are faculty amongst the campus that are involved with online learning that agreed to come. The overall summary of DFW, we anticipate an evaluation on our performance. If we don't address these issues to make students successful and then come up with means to assist them, we won't be able to show performance. We are trying to pinpoint what you need to do. Everyone will be involved not one course or instructor. How do we go about addressing it? How do we help them grasp the material? The faculty involved in those courses will have to be key in helping us address them. I think we have come a long way.
 - Christine – I wish we could collect data on who gets the DFW.
 - Provost – That is an issue that I have thought of. My daughter had a colleague whose daughter received an F thinking she had a W.
 - Monica – We have students say they don't know they need to go in and withdraw.
 - Christine – Some do it for money.
 - Monica – They are starting now to make them pay it back.

- Carmen – Some students are enrolled in classes and pay but flunks out. I had students that were paid through the Army. So they enroll due to that.
- Provost – There are many things that we need to look at.
- President – There were publications that came out that showed the general education requirements are and gave a grade. Our four year graduation rate for the 2009 cohort rate was 18%.
- Provost- It isn't much better than that now. It is in the low 20's.
- Tim – It is low, but it's more than twice than what it used to be. We are getting better.
- Mike – I have heard in engineering, the big question is taking internships. We say you can't take a cooperative internship and graduate in four years. We are told it is because we don't have a written Co-Op plan and people say that is used against.
- President – I am not sure about that. I can tell you that architecture, at NJIT, is a five year program. That isn't taking in to count they are folded in the six year graduation rate. There is a difference in having a four year program laid out but fall in a six year graduation rate.
- Provost – Upper division of nursing won't be counted in the four year rate.
- Monica – Same for education.
- Provost – Business has decreased its hours to 122. All those students should be able to get through in the four years according to the curriculum.
- Monica - Have you looked to see where most of the DFW's are?
- Provost – It is broken down by department.
- Monica – Our students struggle with math across the board.
- Provost – We have made significant strides in the math department in the last two years. It isn't where it needs to be but it is much improved.
- Monica – In Alabama, you don't need past algebra to graduate. If our elementary math teaches above that, they don't have the skill level.
- President- We have the highest ACT score in the state.
- Monica – What are other colleges doing to help their students pass?
- Tim – I think one factor is we have a different mix of majors than other universities. If a student is insufficient in math, it may not affect them as much as here. We have so many students here in engineering that it will impact us.
- President – GA Tech's four year graduation rate is 40%. What you say is true. You have to be careful comparing us, but regardless, we are too low.
- Provost – We know that Auburn and Alabama have engineering school. They are more diluted. The overall graduation rate has hit 70%
- Kader – Another thing is we get transfer students from Calhoun that are hit hard because they aren't prepared. No matter what I do to help, the students fail.
- President – They show up in DFW rate not graduation.
- Provost – How do we help students coming as freshman versus transfers?
- Kader – How do we help transfers?
- Monica – This was the first semester for me that it was an issue.
- Provost – We can do this. We need to break down enrollment in classes from transfers to freshman.

- Mike – In chemical engineering, we have a three year program. We get a lot of push back that they need to graduate in two years. So they double up between their sophomore chemical engineering program and junior chemical engineering program. We see a drastic DFW rate.
- Provost – Why do you keep saying you have to do it in two years? Who is saying do it in two years?
- Mike – We told students not to take a class and your office was the final approval.
- Provost – Let's sit down and talk through that. That is different than saying it has be done in two years. Who is saying it has to be done in two years?
- Mike - We said they couldn't take the class, but your office approved them to. You aren't stopping them from taking certain classes at the same time. That is coming out of your office.
- Provost – That happens every year?
- Mike – Yes. It hasn't been said verbally, but when there are overrides.
- Ramon – The problem is compounded at upper level division. If you put someone in the upper division class, if one student fails the whole team suffers. Last semester a student came to my 446 class, but didn't have fluid mechanics. They had approval from the Provost Office to take it.
- Carmen – If one department says you need to have this prerequisite, another department doesn't need to override it. It is not good practice to advise weak students to go to Calhoun. The advice to take organic at Calhoun is not good.
- Provost – We are trying to stop that practice. It also has to stop at the college level.
- Tim – We have the same issue. One of my colleagues came to me and said that another college overrode our prerequisite and the student wasn't ready.
- Mike – I will do it for you but if you look up my class and see the grades, you will see where the override occurred.
- Kader – Our classes have become very large. How can I help the DFW rate when I am dealing with such a large section with no help? I am forced to not grade the homework because I don't have a TA. I am not against the growth rate, but we need the resources.
- President – The growth has to happen first.
- Mike – It has happened. When I came, Dr. Cerro had twenty students in 244, now he has 56. The growth has happened, and we still hear when it happens.
- President – It is also a growth in revenue.
- Mike – The growth with students has happened. I can't answer why the revenue hasn't.
- President – There were years when tuition rates increased. It's hard to keep pace with a 2-3% increase. You can look at health insurance increases. The overall increase has to be taken into consideration.
- Kader – We haven't stopped growing. If my DFW rate is high, it's because I don't have the help.

- Monica – All the research on effective teaching says you can't teach that many effectively.
- Kader – The other thing I have heard is we have adequate facilities. I am not so sure about that. I think they are getting pushed to the limits.
- President – If you look at the utilization of space. We have adequate space, it is the utilization. There are some spaces that the quality is poor and needs updating.
- Kader – I invite you to come see S105 in Tech Hall.
- Carmen – It's great for a symposium. I don't agree with you on utilization. There is an opinion of an architect, and then there is reality. Some rooms have 66 straight seats, but some can see little and some none. We are forced to fill that class though.
- President – I am looking at the time some classrooms are vacant. You can tell from the parking study that the peak parking is at 11:00 am. There are underutilized classroom spaces.
- Ramon – There is a lot of space that isn't adequate. If you look at the largest class in engineering, it holds 56. To put 56 students where 58 fits is really tight. There is no space for anything. I don't know what is going to happen when midterms and finals happen. It looks like UAH has always been the poor relative in this system.
- President – It is a perception. It is based on revenue. If you look at Alabama, their tuition structure is higher than ours. When you count the number of students paying at the higher rate that increases the tuition.
- Mike – How much higher is Alabama than ours?
- Monica – A lot.
- President – We have a straight line from 1-12, now it's flat. They have a flat area too but they have a bubble between 1-12. They have students trapped in the bubble, and they aren't getting scholarships. To get there for us, we have to raise tuition and that would be questionable. We have raised part time tuition around 4%. We didn't put block tuition in at once, because we would have to raise part time tuition 12%. We eased it in at 4%, and we took a hit. We have it in place and this coming year we are going for a 4% increase. There is a push at the board level to keep tuition and fees down.
- Christine – I am glad that you are looking at rooms based on utilization. As you look at things and improve, that will help.
- President – The announcement for Ray Pinner came out. We will start that process. I am debating on using a search. Second thing is the gift agreement for the incubator has been signed and set. The resolution will be before the board to name the building.
- Kader – I am sure you saw the petition sent to you. The minorities on campus are nervous. What has been said to me by the upcoming administration has made us all nervous. Being a minority, we sense the nervousness.
- President – We put a statement out in this regards to the TV station coming out when there was a rally. Our statement was that our public policies provide all the rights and protections they are entitled to. We can't say any more. You are correct; we can't violate federal law and Alabama law. All

we can do is by our actions and we demonstrate there aren't any issues. We have to be careful with our statements.

- Mike – We did meet with the Provost last Thursday. Immediately afterwards, I walked over to RI. Russ was there and Malcolm was not. Russ agreed that this was on them, and he would get back with me. I went back another day and neither was there. I will keep walking over to them. A request I have out to the Provost and the President, it seems to me in the discussion with parking, the reports I have heard is we have people going every direction with no sense of where classes are. We have someone who is teaching chemical engineering in Tech Hall. It seems that administrative assistants just grabbed classrooms without thinking about location. I think a map needs to be generated to show classrooms relative to home offices and departments.
- Provost – We have a space inventory completed now. We have walked through the buildings and found other spaces. We will then put all classroom space and potential classroom space into ASTRA. It will be assigned as centrally scheduled by a given unit. We finished the walk through at the end of January. We will have a better feel for what classrooms are used and not used. There are some that are not being used that can be used. The priority is size of class; the proximity of faculty to the class is in there.
- Mike – When you hear that Dr. Scholz is going to Tech Hall to find a chemistry class that is doubling transit.
- Carmen – Computer took our class. I think what has happened is a wild frenzy has started. We always teach 101 in our lecture hall. We are told to get out. It is now just empty.
- Provost – At any time you have a larger class it goes to a larger classroom.
- Ramon – The problem with scheduling is we forget other classes that are taught at the same time.
- Provost – There are a few departments that have this issue. Chemical is probably the worst.
- Kader – Now you see the dimension of the problem. As we get close to 10K students, I am looking at next fall being a disaster in terms of class scheduling. We are struggling right now with the facilities we have. I don't believe in the study that says we have adequate facilities for 10K.
- Tim – Another issue is in my building, we have classes back to back. The classroom is a disaster by the end of the day. We have a lot of broken chairs. There may be 50 there but only 40 are usable. That inventory of what is actually good isn't done. Our building needs a face lift.
- Ramon – The question I ask is we schedule our classes and determine how many will be in the class. Why don't we work the other way around? I have to teach here so I will only take this many students. Can we reduce the number of students based on the number of faculty?
- Provost – You run into a financial problem.
- Ramon – We either have a financial problem or have fewer students.
- Provost – We are hiring 20 tenured track faculty. If we can get them hired, that will help.

- Monica – The new furniture we have is awesome. It can be moved easily, it's great for collaborative learning/teaching.

➤ **Officer/Committee Reports**

- Michael Banish, President
 - You all know next Thursday is the annual meeting. We will have Vice Chancellor Dr. Nash as the speaker. I have one more question to submit to him. I am going to ask the FSEC to announce to the full senate we will start renegotiations on Chapters 4-6, and Appendix A. Going back to the lecturer and librarian policy, Joseph got the task to rewrite the lecturer policy.
- Past President, Kader Frendi
 - Kader – I met with Dr. Berkowitz regarding graduate education. I was pleased to learn that he is going to embark on investigating the fundraising that was presented to the senate. He also has a matrix for tuition for graduate students. I did complain about the number. We talked about several other issues.
 - Ramon – Did you remind him that he should be leading this effort?
 - Kader – Yes, and he was onboard with it.
 - Provost – One issue on the matrix is we have to pay for students that are coming from out of the country. If we give to high of a fellowship we have to pay the revenue.
- President-Elect, Carmen Scholz
 - Carmen – I want to inform you all with policies; Monday I will compile these policies. We have quite a few that are out there. I am trying to understand what is what and where they are. Please expect in the next couple of weeks these policies to be pushed out.
 - Mike – Nepotism is important. Course forgiveness is also important.
 - James – I have already reported that course forgiveness is ready to go forth.
 - Mike – Since we haven't seen emotion. I am going to call forward Bill 393.
 - Carmen – That went to finance and UCC.
 - Mike – That was student evaluations during the term. Will you pull them forward?
 - Joseph – I have feedback on that.
- Parliamentarian, Tim Newman
 - We will be having a vacancy for our ombudsperson. He needs to notify Carmen, and then she will be interim until we get a campus wide election. It will be now until the end of August.
 - Monica – There will be an election for a new one in two months?
 - Tim – We need both.
 - Also, the faculty reporting database committee is moving forward. We are getting demos of three promising packages. I have had some great discussions. I called one company and talked with a person there that was a faculty member. I think there is hope.
 - On the handbook committee, I have talked to some about things that have come back. There is a lot of faculty feedback on the issues that came back. A comment that we don't need a statement about shared governance is a big problem. There is a problem from counsel. I am disappointed in that.
 - Provost – There was no change to that.

- Tim – It is just troubling that they brought forward an issue with that. I also have an issue with faculty work belonging to the university. I think that is a violation of the 14th Amendment. If someone writes a song, that is not work in regards to the university and they shouldn't claim ownership. I am surprised this issue comes forward. This is not what we want to present this as who we are.
- Provost – Have you gone back to the board rule?
- Tim – Yes, it is overly broad; more so than the board rule. The board rule is in regards to things related to your work. It appears that the university is trying to set up a new faculty contract. I think this is a regressive step. I am concerned we are not the progressive light we need to be.
- Provost – Have you looked at the copyright policy?
- Tim – I haven't compared the two side by side.
- Provost – We need to go back to the board rule and the copyright policy.
- Mike – I think the problem Tim is experiencing as well as many of us, is the counsel seems to think they can always make whatever the board rule is less generous. It seems they want to see how much we will scream.
- Kader motions to extend meeting. James seconds. Ayes carry.
 - Kader – In chapter 5 of the handbook the removal of terminal degree of the center director goes against the Carnegie ranking. They should be tenured in some department. I really think they should have more synergy between center directors and centers. Not requiring a degree, doesn't help us.
 - Mike – I have an issue with having a center director that isn't capable of generating a PhD. I think when most of the research centers were started; all the center directors had PhD's and were tenured faculty members. This is a step back on our standards.
 - Provost – I don't think that was in the handbook prior?
 - Mike – Yes it was. All the center directors were tenured.
 - Kader – The other point I saw was the removal of severance pay of someone who is terminated with tenured status. That is a breach of contract.
 - Provost – You keep them on a year. The President is saying we can't pay severance; we have to pay for work.
 - Tim – Our chancellor got paid to not work for a year. I have a problem with those policies applying to higher paid individuals and not the rest within the institutions. I always thought a university wouldn't be like that, but I see us adopting that.
 - Provost – You know for a fact that Presidents and Chancellors at other universities have received severance pay?
 - Tim – It has been quoted that it is standard board procedure that a departing President was paid a year's salary with no duties.
 - Kader – They use fancy language, but it is the same as golden parachute.
 - Provost – Isn't that the same as if a department is dissolved and they can't be reassigned?
- Finance and Resource Committee Chair, Joseph Taylor
 - We are finishing RCEU evaluations. With funding coming from all different directions, we have to meet. I hope we can fund a lot more than last year. Everyone will be notified by 30 January.

- Undergraduate Scholastic Affairs Committee Chair, James Swain
 - I reported last time that we have given the thumbs up on course forgiveness. We can now add second bachelors. I understand that I am sitting on IRB and CEU.
- Undergraduate Curriculum Committee Chair, Christine Sears
 - No report.
- Personnel Committee Chair, Ramon Cerro
 - Ramon – When a bill comes back, can it go back to committee, Tim?
 - Tim – Yes, it can.
 - Ramon – I would like for our committee to look at the lecturer/librarian policy.
- Approval of faculty senate meeting agenda. Monica Dillihunt seconds. Ayes carry.
- Kader Frendi motions to adjourn meeting at 2:15 pm. Monica Dillihunt seconds. Ayes carry.