FACULTY SENATE

MEETING #583 AGENDA
SST 105
THURSDAY, November 16, 2017
12:50 PM to 2:20 PM

Call to Order

1. **Approve Faculty Senate Meeting #582 Minutes from October 19, 2017**

2. **Accept FSEC Report from November 9, 2017**

3. **Administrative Reports**

4. **Officer and Committee Reports**

    - **Online Privacy Statement**
    - **Bill 415**
    - **Bill 402**
    - **Bill 408**
    - **Bill 417**
    - **Bill 419**

5. **Miscellaneous/Additional business**

Adjourn

Proxies for Senate meetings must be a Senate-eligible individual from the same academic unit. No individual may carry more than one proxy.
PLEASE SEND PROXIES TO LAUREN BAKER: facsen@uah.edu

FACULTY SENATE EXECUTIVE MEETING
November 9, 2017
12:50 P.M. in CTC 104

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

Absent with Proxy: Monica Dillihunt

- Faculty Senate President Carmen Scholz called the meeting to order at 12:53 pm.
- **Meeting Review:**
  - Bill 402, 415, 408, and Online Privacy Statement was added to the faculty senate agenda.
  - Bill 416 sent to Personnel Committee.
  - Bill 417 voted to move to senate agenda.
  - Bill 418 was sent to Faculty and Student Development.
  - Bill 419 voted to move to senate agenda.
- **Officer/Committee Reports**
  - Carmen Scholz, President
    - Two resolutions that were passed were returned to us. Bill 410 was accepted. The Provost encourages everyone to contribute to the fund. Bill 414 was declined. Both responses are on the website.
    - We decided to print the faculty handbook. I confirmed with Tim, the last question is Appendix N, we do not know where it came from. This is about research ethics. Shall we print it? It is on the webpage? Or are we going to take it out?
      - Tim – I think you have to search and find out where it came from. I think it came in under the Williams years.
      - Carmen – For all the senators, are we including it?
      - Christina – We are questioning where it came from?
      - Tim – I don't remember "N". There are some things that are in it and are errors.
      - Carmen – I fixed some lines.
      - Tim – Other parts of the handbook were there when printed in 1997. I think "L" was the last during that time.
      - Kader – In the version you gave to administration, was it there?
      - Tim - I didn't produce that.
      - Mike – If there is no tracking, it doesn't exist.
      - Tim – If it was approved by the board, it probably does.
      - Mike – Can we go through board minutes?
      - Carmen – I asked and Ron doesn't know. I will try to the staff assistant at UA.
      - Tim – If "N: was approved by the board we have to put it in there. If there isn't any record of the senate acting on it, we need to look at it.

- Mike – I remember there was some discussion about research ethics.
- Tim – We have all these trainings. Is that what you mean?
- Mike – Yes, but there was a need for formal policy.
- Tim – I think that is right for the formal policy. I think it was inserted without senate approval. That happened for a while.
- Carmen – I would like to give each senator a handbook next week.
- Tim – Unless there is any evidence, let's just print it without.
- Christina – Do we have anything in the handbook that tracks changes with dates?
- Carmen – No.

- There is no memorial for the shooting victims. There are three names on plaques on a bench. The official response that was given is if a memorial is put up we are taking responsibility. Should we ask again?
    - Kader – I think I took this up with the President under my time as senate president. Bob said we are working on SSB and we would get to it. That was the last we heard.
    - Mike – I think I brought it up to him as well.
    - Carmen – I will bring it up again.
- The university refuses to put up signs that say "no arms". We have asked for that after the shooting. When they forbid smoking on the campus, the signs went up in no time. I think we should ask for this again.
    - David J. – The county libraries did not have the sign because they can't legally stop on public area.
    - Tim – Isn't there a university policy?
    - Laird – The policy says that faculty and staff can have them in the vehicle out of sight and secured.
    - Anne Marie – But not in the building.
    - Carmen – They had no hesitation to having the no smoking signs placed on the buildings.
    - Christina – I think that is right about the state law.
    - Mike – But we could have the signs on the buildings that they are not allowed inside.
- Registration and Scheduling Policy is still with you, Tim.
    - Tim – I didn't know that I had that.
    - Carmen – It was assigned to you.
    - Mike – This is the one that says if you are freshman you can register now. It was assigned to Tim because I requested that it be rolled into Chapter 8 of the handbook.
    - Tim – There is a big problem with that. We have set an 8 with them now for 3-4 years. If we don't do anything on this policy it just goes into effect.
    - Carmen – There were a lot of policies hanging around, but we have cleaned a lot up.
    - Tim – Since we have brought it up, is there anything that would be objectable to the faculty? I can talk to the committee about chapter 8. The time it will take to go through this process it will go into effect.
    - Carmen – I think it is a duplicate to the handbook.

- Mike - People that are freshman in athletics, they are treated as sophomores.
- Laird – Athletes are equal to seniors in this policy.
- Tim – Why do we want that to be in the handbook? When students register shouldn't be in the book.
- Laird – There is one paragraph that talks about scheduling.
- Kader - I think it is more a policy.
- Carmen – What do you want to do with it?
- Kader – Let's pass it as policy.
- Mike - I make a motion that we remove it from the committee and send to senate. Kader seconds. Ayes carry.
- Carmen – Motion to put on to agenda?
- Mike – Motions to move to agenda. Laird seconds. Ayes carry.

▪ A sense of the senate resolution was given to us. Can we discuss this here, Tim?
- Tim – Yes, we can. I would say submit it as a standard bill.
- Laird – The University isn't making the decision. The board is.
- Carmen – That is what they are saying.
- Kader – I think a bill is better in this situation.

▪ Mike - Speaking of the budget. I had an information meeting scheduled with Chih Loo. I wrote the President saying I just wanted clarification. I got a response back to go ahead and meet. We will meet next Tuesday morning. For those of you that have looked at the budget books, since they took off the building fee, I can't figure out how that was charged? If you go through the state appropriation distribution, some goes to the general fund and other places. I want to know where the numbers come from. I am not going to ask policy questions, just general questions.
- Carmen – Is it exclusive?
- Mike – Yes.
- Laird – I will be happy to come.

o Tim Newman, Parliamentarian
▪ The handbook committee has held a meeting and is looking at chapter 5.

o Kader Frendi, Ombudsperson
▪ No report.

o Christina Carmen, Governance and Operations Committee Chair
▪ I have given Joy everything she needs. I am waiting for the official listing.

o Anne Marie Choup, Undergraduate Curriculum Committee Chair
▪ We met in person and we got things done. We approved twenty things. Everything was pretty smooth. There seems to be a lack of communication between kinesiology and biology. We are trying to work that out. There is clear overlap between some of the courses. We were going to recommend that kinesiology withdraw it and work with biology. There was some panic reaction in asking someone to withdraw.
- Carmen – They are such a new department. I think they are trying to get their feet on the ground and are proposing.
- Tim – Did you receive a proposal for the dissolution of the optical engineering program?
- Anne Marie – No.

- Mike – It is a program. They are going to stop offering it next fall, supposedly.
- Anne Marie – To end it would get submitted to us?
- Tim – I think that only starting program should go through there.
- Anne Marie – What is it called?
- Mike – Optical Engineering Track in ECE.
- Tim -I think we have a degree program in optical science and optical engineering.
- Anne Marie – What would you recommend if we get this?
- Mike – I would send a note to Joy and say we have heard that the university is about to terminate optical engineering in ECE and see what the response is.
- Tim – I think there should be some faculty involvement in that decision.
- Mike – ECE voted and wanted to do away with it.
- Laird – Is there any engineering taught classes that would affect physics? If it is a negative impact are they aware of that?

- Laird Burns, Finance and Resources Committee Chair
  - RCEU: I sent a reminder for proposals. I am sure more will come in.
  - I was talking with Mike and Christine on the budget statements. We haven't been given the financial statements. We want to have the numbers. We want to be transparent to know how to ask the correct questions.
- David Johnson, Faculty and Student Development Committee Chair
  - No report.
- David Stewart, Personnel Committee Chair
  - No report.
- Carmen, President
  - Board of Trustee Meeting Report
    - There is this board rule 108. It seems to undermine shared governance. I talked to Ron Gray and there is no such thing. It is to increase shared governance. I said it doesn't read that way. He admitted that if we continue to feel there was a problem, they would reword it. The rule 108 is just on the system level.
      - Kader – The board rule has to apply them.
      - Tim – I don't think Bob has intention of diminishing shared governance.
      - Carmen – We need to see how it is implemented. It may just float around on the system level.
      - Tim – When Bob came, concerns were expressed that Williams would waive the handbook at any time. He said that he didn't operate like that. He did say the he wouldn't arbitrarily change the handbook.
      - Carmen – Maybe we just got worried for no reason.
      - David J. – Where is this rule?
      - Carmen – Should be on his page
      - Laird – They have done the first year differently than the future. I assume they want to do some reorganization. I think they are just approving positions.

        - Carmen – Board rule 108 is about implementation about policies. Ron said that was beneath us.
        - Tim – Did he mention consistency about policy?
        - Carmen – He just wants consistency at the board level.
    - Congratulations to Mike. The Chancellor acted to let us share library resources among the system universities.
- Bill 415, 402, and 408. They were on the agenda last time and will be on next weeks. Online Privacy Statement rolls over too.
- Mike – Bill 416 was sent to me from the College of Science. If you hold tenure at UAH, you have to teach one undergraduate course per four academic year semesters.
    - Kader – Motions to put on floor. Mike seconds.
    - Laird – I am concerned because I have to teach all grad classes. That is adding to my load.
    - Tim - I can easily picture someone that is needed to teach grad classes. This would not give them the capability to teach these.
    - Carmen – Someone wants administrators that have tenure to teach these classes. I do not agree with this bill. Who wants the Provost to teach a class? I don't see the need and it doesn't help with the teaching needs.
    - Tim – There is another faculty member that has never taught and is 100% bought out with research. You have several choices here. You can send to the senate or vote no here and send to the committee.
    - Carmen- It is anonymous against going to senate floor. Whose committee would like to deal with this? I feel Personnel.
    - David S. - Yes. I agree.
- Bill 417
    - Mike – I know the author of this bill. In some senses this bill says that we need to give a rejustifcation of where our overhead is going. When our ICR distribution was started, a lot of the numbers were carefully set as far as cost recovery or specific things. For the center, the 15.2%, that goes back, this was the amount of money it took to cover a Post Doc whose research contract wasn't renewed and didn't take vacation. These numbers equate to 11 days vacation. All of this has changed due to leave loaded. I don't have any dispute to this.
        - Laird – Is the intent to poke the administration or get it resolved?
        - Mike – To get it resolved. To get it pushed down to the departments. The Dean says they don't have any money and use the 15% ICR. We have to justify cost for audit. I don't know how those are justified to them.
        - Laird – I don't think it will survive.
        - Mike – We should ask. I know when the policies were instituted someone did the calculation to know that is what is needed. I motion that it moves forward. Kader seconds.
        - Carmen – All in favor. 2 abstain.

- Bill 418
    - Mike – I don't know the author. There is going to be a lot of opinions on this. I did reach out to Ms. Simmons. I asked her to provide comments back to us. Basically it says let's wait to see what the Washington administration does. I have thought about it, universities are unique places. If you work for a company and you steal a couple of pages from your fellow employee's report you are just slapped on the wrist, here we will throw you out.
        - Laird – I am on that committee and we just charge them $100 and say don't do it again.
        - Mike – I think we should let the faculty discuss.
        - Laird – I think the students deserve some form of due process. We have no defendable process at this point. We need something even if it's interim.
        - Mike – I say we move this forward.
        - Anne Marie – I think it is going to be a time sock and nothing will be accomplished. We are operating on what we have always had, correct? I don't think faculty opinion would matter.
        - Laird – Are we operating on the law that is rescinded?
        - Anne Marie - We haven't been told to do anything different. I don't think our process has changed at the university level.
        - Laird – Do we have a process that hasn't changed?
        - Anne Marie – Maybe we should find that out.
        - Carmen – Ms. Simmons says that the proposed bill is immature.
        - Laird – Can the committee just ask what we are operating under?
        - Carmen – Ms. Simmons says our policy complies with the law. What is the bill about?
        - Anne Marie – We should ask if our policy has changed?
        - Carmen – I read that as no.
        - David J. – I think we should specifically get that question answered. I think this says that regardless of the law, we will act this way and I don't think we can do that.
        - David S. – It seems like people are saying they want things to stay the way they are. The discussion I have heard is that we should use preponderance of evidence. The bill is just saying that we are going to keep it as it is.
        - Laird – But we have kept it as it is.
- Kader – motion to extend meeting by 10 minutes. Ayes carry.
        - Kader – We are going to do anything proactive if we have something in place.
        - Laird – If it is doing what it asks, then we shouldn't have something on if it could happen.
        - David S. - I think that I disagree. From the conversation, we shouldn't have preponderance of evidence.

        - Anne Marie – I think a lot don't and it will just open a lot discussion.
        - Carmen – What are our choices?
        - Mike – Move to full senate or move to committee?
        - Carmen – Who wants to move it to senate floor? None. Who is against moving to senate? 2 abstain. Which committee wants to look at it?
        - Mike – Faculty and Student Development? My suggestion is that you try to get a meeting with Ms. Simmons and go through the Dear Colleague letter.
    - Bill 419
        - Kader – I think it is deadly arrival to administration.
        - Mike – We used to get paid $200, $500, and $750. It was removed under Williams's administration because paying faculty to teach larger classes was violating federal guidelines.
        - Carmen – I agree with Kader. I would like to move it forward to say that we are still thinking about it. You should give us an incentive for having 225 students in class.
        - Mike – One thing that was problematic with the previous policy, ENG 101 instructors never got this because the state law says they can only have 25 students.
        - Kader – I think this bill should be reworded. If you are going to have 50 or more students, make sure that the room is adequate.
        - Mike – I don't think that Christine, Bob, and the rest of the administration have any clue of the size of class.
        - Laird - I think they do.
        - Kader – They are pushing the burden on us all the time. This is an indication of that. The new initiative to go through classes to teach us how to teach students is ridiculous.
        - Mike – I move that we move it to the senate.
        - Anne Marie – You mean 90% of the original.
        - Laird – I think the wording is a little challenging.
        - David S. – I am happy to see it go forward. I would like to see the class size go down.
        - Carmen – I don't mind teaching large classes but give us an incentive. All in favor to moving to the floor. Ayes carry. 1 abstains.
- Motion to approve faculty senate agenda with the following items:
    - Online Privacy Statement.
    - Bill 415.
    - Bill 402.
    - Bill 408.
    - Bill 417.
    - Bill 419.
        - Ayes carry.
- Motion to adjourn at 2:31 pm.

FACULTY SENATE MEETING
October 19, 2017
12:30 P.M. in NUR 101A

Present: ***Chris Allport, Milton Shen, Sophia Marinova, Laird Burns, Kevin Bao, David Stewart, David Harwell, Ryan Weber, Joe Conway, David Johnson, Andrei Gandia, Carolyn Sanders, Jeremy Fischer, Anne Marie Choup, Dianhan Zheng, Kyle Knight, Mike Banish, Yu Lei, Tingting Wu, Yuri Shtessel, Fat Ho, James Swain, Kader Frendi, Gang Wang, Christina Carmen, Fran Wessling, Angela Hollingsworth, Ann Bianchi, Sharon Spencer, Monica Beck, Lori Lioce, Amy Hunter, Qingyuan han, Shanhu Lee, Roy Magnuson, Carmen Scholz, Jeff Weimer, Harry Delugach, Tim Newman, Shangbing Ai, Lingze Duan, Vladimir Florinski, Monica Dillihunt, Shannon Mathis, Roy Schwertfeger***

Absent w/o Proxy: Earl Wells

Ex-Officio: Provost Christine Curtis

Guest: President Bob Altenkirch

- Faculty Senate President Mike Banish called the meeting to order at 12:52 pm.
- **Meeting Review:**
  - Nepotism Policy – Passed.
  - Bicycle Policy – Passed.
- Motion by Jeff Weimer to approve Faculty Senate Meeting Minutes. Seconded by Harry Delugach. Ayes Carry.
- Motion to accept FSEC Report by Laird Burns. Member seconds. Ayes carry.

- **Administrative Reports**

  - President Bob Altenkirch
    - I want to talk about is Board Rule 108. It will be approved in November. It has to do with policies. I have extracted some statements. The statement in italics needs to be published along with the policy website. This statement is in the faculty handbook. It says that if there is a conflict between us and the board, the board prevails. It says that as much as possible the three campuses should be consistent. Someone on the campus will be a designee. Once it is agreed upon, it will be implemented. We will come to a consensus with a policy then it has to be discussed with the system office.
    - We have to make adjustments in the financial management system. There is a decentralized system, the Alabama system is decentralized. We have three units; they are responsible for their revenue, expenses, and system office taxes. The units are responsible for revenue and expenditure. The revenue needs to bigger than the

expenditure and tax. There are no funds at the system level. They tax us every year and spend it. The reserve funds are down at the unit level. A centralized system, revenue comes in and is budgeted out; the revenue is bigger than the sum of all the budgets. Most places wind up in the middle that is where we are. You have revenue coming into one place. Individual units here are not responsible for revenue and are budgeted out. The revenue equals the budget. There is an after the fact tax on residual funds. This flows back up into the central reserve. Before 2007, that percent was 50%. All unspent funds were split to stay with the unit and come back to the reserve. After 2007, the percent of residual funds went to 0%. There was no inflow from to the central reserve, but outflow. You could tax on the back end to compensate.

- Roy – All the salary lines were shifted to the central level. There were a lot of resources shifted to administrative levels after 2007.
- Bob – Are you talking about the retirement incentive?
- Roy – Yes.
- Bob - There were no funds that went into the central reserve. Since you didn't hire everyone at one time, it went back into faculty positions. That program is pretty much done now.

- The central reserve is counted on to cover putting sidewalks in, roofs, maintenance. There is no inflow into this account. It also enters into the audit statement because the residual is counted on to cover investment loss and depreciation. Investment did occur in FY 15. There were not enough funds to cover that. The net asset change was negative. The investment income is generally positive. FY 16 was about $9M. That comes from the money we have pooled with the system pool. The $9M was a paper transaction. It isn't money we spend, but the residual has to cover it. Depreciation is the maintenance line. Previously, the board did not require depreciation be entered into the budget, so we placed a zero. Everyone then was hoping the residual would cover the depreciation when put into the audit statement and the loss of the investment income. We need to replenish the reserve. We need to budget depreciation up front because it is being required. I think it is good practice. We have to budget accurately up front and not hope there are unspent funds. The board wants the budget to be accurate. They don't want to see a lot of unspent funds. They want them budgeted up front. For FY 18, recurring funds in vacant positions have been pulled back into a central reserve. If there people in those positions that need to be paid, they will be paid from individual unit reserve funds. That moves funds from the unit reserves to the central reserve to account for having no flow to central. The same thing happens to staff. Then from 2019 and beyond, they will revert to central pools and be budgeted annually. We are trying to get away from unspent funds and build up the central reserve.
    - Mike – It seems to be a board rule that says we have to as an individual campus account for a loss in the system investment pool. Why doesn't the board just make a rule saying we don't have to?
    - Bob – The system has no revenue except the tax. There is no way to account for the loss.
    - Mike – It isn't a loss.

- Bob – It's a paper loss. In the audit statement, if it's big enough to drown out the residual you will get a negative asset change. That will affect your status for a bond rate and BOT.
- Roy – I see there are two issues. One is the sensation of moving the goal post. A year or two ago, the university was supposed to account for retirement. Then suddenly the university has requested to set aside for depreciation. Now we have a discussion about retirement investment returns and the shortfall being accompanied at this level. I believe they generally except a 5-6% return. There is an effect on faculty morale. The goal post keeps moving. I am not saying these are terrible ideas. When you see a progression of them being added each year when resources are tight on the ground. The seconds general issue is centralization of power. I always thought the middle management was squeezed. I don't like to see power moved from upper management to central management. That seems like the wrong direction. It is hard for Dean's to do anything without going up so many chains. I think that we have failed to develop initiative.
- Bob – What we are talking about is budgeting out what we are going to spend. You have money for initiatives; it's just coming back in another way. The state has a requirement obligation to retirement. No one seems to be able to explain this. The obligation is on individual agencies books. Year before last w e had to put on the books a $140M obligation. It's on the books and is not an expenditure that we would ever make. They aren't paying attention to it. The state wants to show it on each individual agency.
- Kader – I think what we see here is a constant effort to move around. The faculty morale isn't there.
- Bob – The central reserve has to be replenished.
- Kader – Is there a cap on this central reserve?
- Bob – We don't have an experience with excess. I am looking at a management system that will allow us to do two things, replenish the central reserve and on the audit side account for depreciation.
- Jeff – I understand that depreciation is a capital expense. I am concerned using personnel to do that.
- Non – We are not using personnel to do that.
- Jeff – Capturing faculty lines, how is it not the case?
- Bob – If you look at what we are doing for FY 18, management moves money from the central.
- Jeff – The experiences that I have gone through is once you capture those positions, they are lost. I have seen that experience in two departments. I am concerned it will happen.
- Bob – I don't agree with you.
- Mike – As far as depreciation goes, according to the budget book up to this FY, tuition fees got rolled into tuition. We were charging the students almost $7M a year building fees. Where was that money going towards depreciation? Now it has disappeared and has to come from other places.
- Bob – Those were fictitious. They weren't split out.

- Provost Christine Curtis

- This will go into the minutes. There is a lot of data on enrollment, housing, and where we stand. I will not go into detail here. Very briefly, I want to remind you we are at 1,345 new freshman and 1,811 new transfer students. Our total graduate enrollment is over 2,000. We are pleased with that. Even though we didn't get as many international students. The really good news is our ACT score is 27.9; we don't have official numbers yet. You can see that we are the highest in the state at this point. I am sure that Auburn and USA will be less. Out of state is 32.1%. That will affect our pell grant rating. This is the 15-16 pell grant data. The low number at Auburn and Alabama is because they bring in so many out of state students. As you bring in more out of state the percentage of pell recipients goes down. Campus housing, we are similar to everyone else. We will have 400 more beds next fall. Retention of our first time full time freshmen, we are at 82%. In order to push graduation up, we have to increase our retention at the first year and each year after.
- With the student success center, we will have a book reading. Dr. McGuire will be coming here in the early spring. We invite you to get the book. It is made available for every faculty member. You are invited to come to the book reading. I am going to have to miss the first two but I hope to make the last. Please read the book and have a discussion. We will announce her dates of coming.
    - Jeremy – Why is our four year graduation rate low? Any guesses?
    - Provost – Our overall graduation rate is lower. We lose students from the freshman to sophomore, but we lose them at every level. That is what we are all trying to work on. We are trying collaborative learning to engage the students. Another thing is we lose them to work. We encourage them to get their degree before going full time in the work force. In polling, there is a wide range of issues. We need to truly engage them in the classroom letting them know we want them here. Anyone with ideas to do this better, we are truly open.
- Lingze – A lot of physics course have been stressed because of the increase of enrollment and less GTA's. Some of the money should go to the colleges to hire GTA's with increased enrollment. I want to ask are there any letters being done to address this issue?
    - Provost- The tuition waivers for GTA's was budgeted in the FY 17 budget. It had never been done before. It was money from the residuals used to pay. We have at last money in the budget for GTA waivers. We still have work to do in terms of budgeting stipends. I have been asking. This year, FY18, we put in about $1.4M into new faculty. That was tenured track. A large portion of that was in lecture and clinical.

➢ **Officer/Committee Reports**

- Christina Carmen, Governance and Operations Committee Chair
    - From the governance committee, I am working with Joy McClung. She is finalizing the university committee list. Last week, the student affairs advisory board needs volunteers. Some are interested but wanting more information. We need three members right now. This committee meets with other faculty members and student representatives. This provides guidance on anything related to students.
- Anne Marie Choup, Undergraduate Curriculum Committee Chair
    - We are going to catch up on all our work when we meet in person next Thursday.
- Laird Burns, Finance and Resources Committee Chair

        - We have been working on the faculty call and student calls for RCEU. WE have been working to do this under Charger Path. We have had a few glitches getting that out, but hopefully soon we will have it out.
- David Johnson, Faculty and Student Development Committee Chair
    - No report.
- Monica Dillihunt, Undergraduate Scholastic Affairs Committee Chair
    - We will be talking about retention. We are meeting next Thursday at 12:30 in CTC 101.
- Tim Newman, Parliamentarian
    - Vladimir Florinksi, Jacob Heerikhuisen, and I put together a report on the OIT policies. They were sent to OIT. I have copies if anyone wants one.
- Mike Banish, Past President/President-Elect
    - From putting stuff together on the past years, we are trying to better understand the UAH budget. We put some stuff together and sent inadvertently. If you want to read the assessment text, you can.
- Kader Frendi, Ombudsperson
    - No report.
- Nepotism Policy
    - This has been tabled in the senate last year. We ran out of time. I understand that there are suggestions.
        - Tim – The President needs a motion to remove from the table.
        - Carmen – Thank you. Do I have motion to remove? Tim moves. Roy seconds. Ayes carry.
        - Roy – I think there is a need for this policy. I believe this policy should be subordinated to the conflict of interests. We already deal with numerous entanglements. We do this under conflict of interest. This is included in Appendix I. My first suggestion is that we tie this into the existing practice. I have some language to do that.
        - Carmen – Right now, this policy is on the books. It is on the President's page. If you don't like it, you will have to put a bill forward asking for a replacement to place into faculty handbook appendix I. Is that what you are saying? It is in existence.
        - Roy – I think it is more efficient to have a policy saying nepotism is a conflict of interest and go to appendix I to follow the procedures. Provost can you comment on how you would like to proceed?
        - Provost – It affects more than faculty.
        - Roy – We have that issue in intellectual property.
        - Provost – It needs to be where it is readily available on the policy and procedures.
        - Roy- I think it should point to the appendix.
        - Member- Is the process the same in both.
        - Carmen – Do you want to reference appendix I.
        - Roy – It starts well. The policy isn't coherent with COI. I think we should say, "any such COI should be reported, as described in appendix I of the faculty handbook, so that an appropriate plan of action can be developed to eliminate, mitigate, or manage the COI."
        - Jeff – I second that amendment.

- Laird – Who creates the plan of action?
- Roy – Immediate form of execution by the Chair, then the Dean, it keeps going.
- Tim – Are you saying the COI specifies those two levels or that is your opinion?
- Roy – No, the COI already states that.
- Laird – What happens if a married couple is in a department and one becomes a supervisor?
- Roy – There are set ways to address those.
- Laird – We need consistency on how we handle these situations. I like the two level ideas.
- Mike – It's part of professional review committee.
- Provost – Does is state when the faculty doesn't disclose?
- Mike – Yes, it does.
- Tim – I want to second the amendment. I think it strengthens the policy.
- Carmen – All in favor of the amendment. Ayes carry. 2 abstain.
- Roy – the second suggestions is we have a list of actual examples. I suggest that language be changed.
- Carmen – You want that to replace the existing list?
- Roy – Yes.
- Jeff – I understand correctly, you are taking our specific and give general, and that they have to be reported.
- Roy – Correct.
- Carmen – Is there a motion of this amendment? Mike seconds. All in favor. Ayes carry. 2 abstain.
- Tim – I noticed under formal evaluations, I think we unstrike the last sentence. Ayes carry.
- Roy – Also unstrike the sentence before it.
- Monica – In nursing, I was a course manager for a course. She didn't get in here. She graduated from USA. Does this say don't bother with applying?
- Roy – No, it is saying that we are a small community. There is a duty to disclose. In many cases, there are other avenues.
- Carmen – All in favor of the amended policy. Ayes carry. 1 opposed. Policy passes.

- Bicycle Policy
  - Jeff- I have a request for change. The next to last paragraph, replace second sentence. Cyclist who find themselves sharing the sidewalk with pedestrians must cede the right-away,
  - Carolyn – With all respect, that ain't going to happen. They aren't going to dismount.
  - Mike - Motions to accept amendment. Kader seconds.
  - Laird – I agree with the yielding. Is yield sufficient? Can I stop and stand still? According to the policy, I have to walk.
  - Jeff – Are you saying yield instead of cede?
  - Laird – Can they do something else besides walk?
  - Jeff- I can accept a friendly amendment to the response that "ain't going to happen."

- Member – When is this policy going to help us? The policy should be based towards things that would help us. If it does help us, we do want some procedure to help us.
- Carmen – All in favor of amendment. Ayes carry. All in favor of policy, ayes carry. 1 abstains.

- Motion to adjourn at 2:19 pm.

Senate Bill 419

Compensation of faculty with increased teaching levels

WHEREAS past UAH policies included increased compensation and acknowledgement of faculty with either teaching loads above their College normal levels and/or class sizes above 35 students, more specifically at levels of 35, 45, and 55 students,

WHEREAS these incentives were set to encourage and reward faculty who responded to the needs of the University,

WHEREAS these incentives have been removed with no explanation,

BE IT THEREFORE RESOLVED, that the University of Alabama in Huntsville re-establish both class teaching overloads and compensation for teaching classes above 35, 45, and 55 students,

BE IT FURTHER RESOLVED, that for courses were class size is limited by Federal, State, or Accrediting Bodies that instructors of such courses be compensated at the extra compensation level for a 35 student course, if the said course enrollment is at 90% of the starting class takes the final examination for that course.

BE IT FURTHER RESOLVED, that these teaching overload and class size incentives be applied retroactively back to, and from, the 2015-2017 academic year.

THE UNIVERSITY OF ALABAMA IN HUNTSVILLE

FACULTY SENATE

Senate Bill #417: Modification of Indirect Cost Recovery

WHEREAS, Indirect Cost Recovery (ICR) is one of the primary mechanisms for support and reinvestment in university research and scholarly activities; and

WHEREAS, ICR can, and should, provide an important incentive to researchers and their academic and/or research units to explore, enhance, and expand university research and scholarly activities; and

WHEREAS, the existing ICR distribution scheme differs from that employed at other institutions within the University of Alabama System and other peer institutions; and

WHEREAS, the existing ICR distribution scheme is 47% to General Fund, 23% to Office of the Vice President for Research and Economic Development (OVPRED), 11% to Office of Academic Affairs (AA), 15% to a researcher's College or Research Center, 0% to a researcher's department, and 4% to the researcher's "PI account"; and

WHEREAS, the existing ICR distribution scheme may not represent the most effective or productive use of funds supporting or stimulating university research and scholarly activities, including the education and training of students, investments facilitating the development of expertise, timely investments that facilitate flexibility and creativity, or costs associated with research competitiveness and productivity; and

WHEREAS, the existing ICR distribution scheme may not balance, and in fact may increase the disparity between, the academic and research goals of the University as represented by the AA and the OVPRED, respectively; and

WHEREAS, a reevaluation of the ICR distribution scheme and its effectiveness in facilitating research and scholarly activities has not been performed for at least 20 years; and

WHEREAS, a modified ICR distribution scheme may empower academic units to serve their faculty, students, and staff more effectively, while simultaneously enhancing the success and productivity of researchers/scholars and their associated activities; and

NOW THEREFORE BE IT RESOLVED:

That the Faculty Senate, on behalf of the faculty of the University of Alabama in Huntsville, request a review of the existing ICR distribution scheme by the relevant officer(s) of the University of Alabama in Huntsville including, but not limited to, the Office of the President, Office of Academic Affairs, Office of the Vice President for Research and Economic Development, and the Office of Finance and Administration ("Administration"),

AND BE IT FURTHER RESOLVED:

That as part of this review the Faculty Senate request that the Administration evaluate the feasibility and impact of a modified ICR distribution scheme including, but not limited to, a distribution ("Proposed Distribution") as follows: 30% to General Fund, 15% to OVPRED, 15% to AA, 20% to a researcher's college or research center, 10% to a researcher's department, and 10% to the researcher's "PI account",

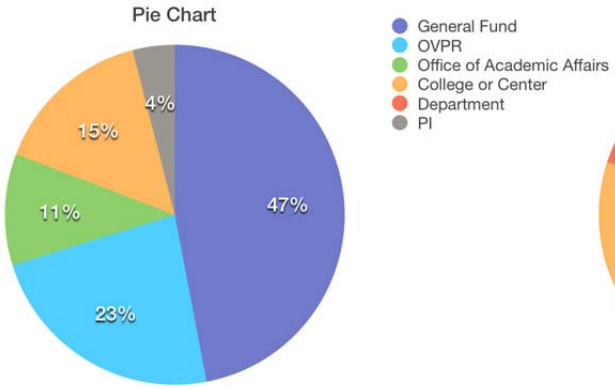
AND BE IT FURTHER RESOLVED:

That a report summarizing the findings of this review be submitted to the Faculty Senate no later than 3 months following passage of this bill, to include one or more of the following: a) a plan, including schedule, to implement the Proposed Distribution; b) a proposal for another ICR distribution scheme consistent with the approach employed at UA (Tuscaloosa) and its corresponding percentage distributions to college/center, department, and PI; or c) an explanation as to why a change should not be implemented, including an analysis of the effectiveness of the existing ICR distribution.

Graphics attached illustrating the existing ICR distribution and the Proposed Distribution.

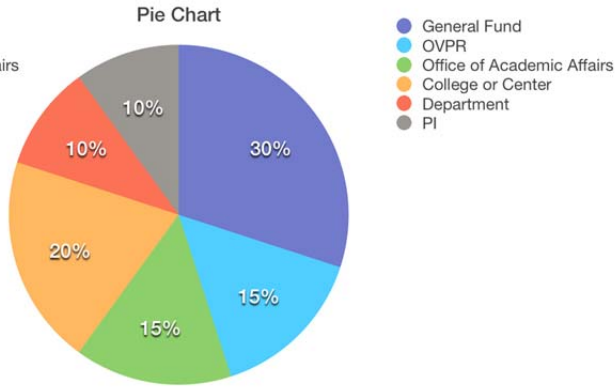
Existing ICR Distribution

UNIT	ICR %
General Fund	47
OVPR	23
Office of Academic Affairs	11
College or Center	15
Department	0
PI	4



Proposed ICR Distribution

UNIT	ICR %
General Fund	30
OVPR	15
Office of Academic Affairs	15
College or Center	20
Department	10
PI	10



Senate Bill 415

Reestablishment of Budget and Planning Committee and Establishment of University and College Fee Committees

WHEREAS fiscal transparency is critical for a public higher-education institution,

WHEREAS the majority of funding at the University of Alabama in Huntsville is from tuition and fees charged to students,

WHEREAS faculty are a primary interface between the University and the students,

BE IT THEREFORE RESOLVED, that the President of the University reestablish the Budget and Planning Committee,

BE IT FURTHER RESOLVED, that the Budget and Planning Committee be a committee, via the definition of a committee in the Faculty Handbook, and that the Chair of the Faculty Senate Finance Committee and either the President-Elect or the President of the Faculty Senate be members of the Budget and Planning Committee,

BE IT FURTHER RESOLVED, that the Budget and Planning Committee meet at least twice during each Academic Year Semester, and at least once during the Summer Term,

BE IT FURTHER RESOLVED, that the President of the University establish a separate University Fee Committee. This committee will be charged with developing plans and implementations for the use of the Building Fees, Safety and Security Fee, Technology Fee, Instructional Facilities, and other fees the committee considers appropriate. The fees for consideration of this committee include those currently or traditionally charged as a part of Tuition and Fees, whether they are currently named or not. Membership on this committee will include a member of the Faculty Senate Finance Committee, and other University-wide faculty necessary to establish a committee,

BE IT FURTHER RESOLVED, that the President of the University establish separate College Fee Committees. These committees will be charged with developing plans and implementations for the use of College Specific Fees. Membership on this committee will include a member of the Faculty Senate Finance Committee, and other College-wide faculty necessary to establish a committee.

THE UNIVERSITY OF ALABAMA IN HUNTSVILLE

FACULTY SENATE

Senate Bill #408: UAH Faculty Career Advancement

WHEREAS, the University of Alabama in Huntsville ("University") expects participation in academic and scholarly endeavors by its faculty; and

WHEREAS, the University encourages leadership in academic and scholarly pursuits by its faculty; and

WHEREAS, the University desires achievements in academic and scholarly efforts by its faculty; and

WHEREAS, the participation, leadership, and achievements of faculty in academic and scholarly activities are well-established components of the tenure and promotion process; and

WHEREAS, the University reaps intellectual and financial benefits from the participation, leadership, and achievements of its faculty in academic and scholarly undertakings; and

WHEREAS, a system supporting career advancement within the University is a valuable faculty recruitment tool; and

WHEREAS, career advancement within the University is an important mechanism for retaining existing faculty; and

WHEREAS, existing faculty have institutional memory and valuable operational experience within the University,

NOW THEREFORE BE IT RESOLVED:

That any open positions above and including the level of "Department Chair" (as defined in the Faculty Handbook) within the Office of the Provost and Vice President for Academic Affairs, seek and consider internal faculty applicants before commencing an external search; this includes, but is not limited to, "Assistant/Associate Department Chair", "Program Director", "Dean", and "Assistant/Associate Dean".

AND BE IT FURTHER RESOLVED:

That any open positions above and including the level of "Director of Research Unit" (as defined in the Faculty Handbook) within the Office of the Vice President for Research and Economic Development, seek and consider internal faculty applicants before commencing an external search; this includes, but is not limited to, "Assistant/Associate Research Center Director".

AND BE IT FURTHER RESOLVED:

That if, upon review of internal candidate application(s) and interview(s), faculty candidates are deemed either unqualified or unacceptable, a written explanation detailing the reasons for this determination will be produced by the Search Committee or its Chair, and delivered to the candidate within 30 days of the application's submittal.

AND BE IT FURTHER RESOLVED:

That, prior to external searches for open positions as defined above, estimated costs associated with recruitment (including non-university professional services), position salary, associated secondary hires, and any associated startup funds be drafted by the responsible university office, and this estimate be provided to the Faculty Senate President for inclusion in the minutes of the Faculty Senate.

AND BE IT FURTHER RESOLVED:

That, if there are no internal faculty candidates for open positions as defined above, an external search should proceed post haste.

Faculty Senate Bill No. 402

Open Announcement and Review of Internal Selection for Limited Submission Proposals and Internal UAH Proposals

Whereas open discussion and evaluation of ideas, concepts and procedures are a hallmark of a Research Intensive Institution, and

Whereas faculty member's careers and reputations depend on continuous improvement including proposal reviews, and

Whereas Limited Selection proposals should align with priorities of the University within with the funding Agencies requirements, **Therefore**,

Be it resolved all Limited Submission Proposal internal selections will be conducted by a review committee after a University-wide announcement, and

Be it further resolved that Internal UAH Proposal selection will be conducted by a review committee after a University-wide announcement, and

Be it further resolved that UAH faculty may include Limited Submission and Internal Proposal submission reviews as a part of their Annual or Tenure review files, and

Be it further resolved that Proposals that do not follow the listed procedures are considered invalid.

THE UNIVERSITY OF ALABAMA IN HUNTSVILLE

ONLINE PRIVACY STATEMENT

-INTERIM-

Number 04.02.05

Division University Advancement - Marketing and Communications

Date June, 2015

Purpose The University of Alabama in Huntsville respects your privacy and collects no personally identifiable information about you unless you affirmatively choose to make such information available to us. The University does not actively share personal information about Web site visitors. Personal information provided by visitors, such as e-mail addresses or information submitted via online forms, is used by the University to assist individual visitors as necessary. This assistance may involve redirecting an inquiry or comment to another University individual or unit better suited to provide resolution.

Policy The University analyzes Web server log files to collect summary information about visitors to its Web sites. The University also subscribes to Google Analytics, which uses cookies to collect anonymous traffic data. This information is analyzed by the University and by Google Analytics to generate summary statistics for purposes such as guiding design considerations, determining successful site segments, and determining problem areas. Because the University is a public institution, some information collected on the University's Web sites may be subject to the Alabama Open Records Act, and in some instances the University may be compelled by law to release information gathered on the University's Web servers. Some Web servers at the University may adopt different privacy statements as their specific needs require that they differ from this statement.

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The University complies with the Family Educational Rights and Privacy Act ("FERPA"), which generally prohibits the release of educational

records without student permission. For more details on FERPA, students should consult the Student Records Policy (Policy 03.01.01).

Procedures Please direct any questions about this privacy statement, the practices of any University of Alabama in Huntsville Web site, or your use of this Web site to webmaster@uah.edu.

Review Reviewed by Advancement Marketing and Communications every 5 years or as needed.

Approval

Chief University Counsel

Vice President for Advancement

Provost and Executive Vice President for Academic Affairs

APPROVED:

President