

# **FACULTY SENATE**

## **MEETING #620 AGENDA**

### **CHAN Auditorium**

### **THURSDAY, September 23, 2021**

### **12:50 PM to 2:20 PM**

#### **Call to Order**

- 1. Approve Faculty Senate Meeting #619 Minutes from August 19, 2021**
- 2. Accept FSEC Report from September 9, 2021**
- 3. Administrative Reports**
- 4. Officer and Committee Reports**

<ul style="list-style-type: none"><li>• President Carmen Scholz</li><li>• President-Elect Joey Taylor</li><li>• Past-President Tim Newman</li><li>• Parliamentarian Mike Banish</li><li>• Ombudsperson Officer Carolyn Sanders</li><li>• Governance and Operations Committee Chair Andrei Gandila</li></ul>	<ul style="list-style-type: none"><li>• Undergraduate Curriculum Committee Chair: Azita Amiri</li><li>• Finance and Resources Committee Chair Laird Burns</li><li>• Undergraduate Scholastic Affairs Committee Chair Emil Jovanov</li><li>• Faculty and Student Development Committee Chair Candice Lanius</li><li>• Personnel Committee Chair Andrea Word</li></ul>
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- 5. University Committee Reports**
- 6. Business**
  - **Bill 459**
  - **BETA Policy**
  - **Bill 464**
  - **Bill 466**
  - **Bill 467**

- 7. Adjourn**

Proxies for Senate meetings must be a Senate-eligible individual from the same academic unit. No individual may carry more than one proxy.

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**FACULTY SENATE EXECUTIVE MEETING**

**September 9, 2021  
12:50 PM to 2:20 PM  
MSB 109**

***Present: Tim Newman, Joey Taylor, Carmen Scholz, Carolyn Sanders, Mike Banish, Emil Jovanov, Christina Steidl, Candice Lanius, Andrei Gandila, Laird Burns***

***Ex-Officio and Guest: Interim Provost Bob Lindquist, President Darren Dawson, Rhonda Gaede***

➤ **Faculty Senate President Tim Newman called the meeting to order at 1:00 PM.**

➤ **Meeting Review:**

- **BETA Policy passed to be placed on agenda.**
- **Bill 464 passed to be placed on agenda.**
- **Bill 466 passed first reading and placed on FS agenda.**
- **Bill 467 passed first reading and placed on FS agenda.**

➤ **Administrative Reports**

- **President Dawson**
  - There aren't a lot of changes from last time. Roof replacement and Greenway is on target. Shelby Center is on schedule as well. We will be working with the greenway to connect to the back of the library. We will renovate the Bevill Center. We will move the Counseling Center into a temporary place in the CTC, then they will move to their permanent space in January. Everything is on plan for Spragins after basketball season.
    - Tim – I am hearing what will be the size of the raise pool?
    - President – We won't be doing those this year.
    - Carolyn – I really appreciate hearing more details about that. In connection to the bill, we are aware that UAB and Alabama are getting raises. A&M is getting a 6% raise. The state is passing funding that will give us more money. We have been working under the most adverse situation this past year. We are all deserving of a raise. We are sitting ducks on the front line. It is hard to understand why other institutions are supporting their faculty but we are not.
    - President- The actual numbers are in the response to the resolution. Dr. Barre went around explaining the numbers. If we could've kept numbers flat, we could do a raise. We have had many conversations about that internally. To undergo a budget cut exercise with our institution, would be extremely problematic. We decided we wouldn't do either.
    - Carolyn – Is it just the 300 decrease in enrollment the cause? We haven't seen raises when enrollment is up either.

- President – It was my understanding raises under Dr. Altenkirch were given. It evens out to the loss of 350 students to do a 2% raise pool.
- Emil – Tuscaloosa has better enrollment this fall?
- President – We understand they are up. We think UAB is flat.
- Emil – Why are they up and we are down?
- President- A national university has more applicants than they admit. They have turned up the acceptance number. We lost a lot of students. We don't have good retention measures.
- Tim – I wanted to say that 2% raises we had at one point lagged industrial norms. We trailed every year. If you look at certain disciplines, we are way ahead of that national average. If you roll back eleven years in my unit versus Tuscaloosa, we are 10-12K below. We were competitive, but we aren't anymore. UAH has to find a way to address this. It looks like we are headed the wrong way. I am afraid of what is going to happen when we try to recruit and when faculty leaves.
- Rob – The only way we can solve the issue is to get the weight of the community behind us. We have to get the Arsenal, Research Park, and community. In order to grow enrollment, there was an expectation there would be an increase in tuition that never happened. They were anticipating revenues from tuition. The situation we are in now is determining which colleges doesn't get faculty members. If a raise is forced upon us, I will be forced to decide who we can or cannot hire.
- President – Not getting tuition increases has really hurt us. We have three ways to get revenue. We get increased money from the state, increase enrollment, retention. Our six year graduation rate is not good here. The bottom line is we have to work on the top line revenue numbers.
- Carolyn – In the past, you have been very transparent about generous scholarship offerings. Is that still as bad as it was?
- President – It isn't as bad as it was when I got here. We did see some fall out by increasing the ACT scores. If we cut back drastically, we could send enrollment the other way. I think we wouldn't be in this situation if the pandemic didn't heat up in the summer. This year, I am expecting the situation to be much worse because there won't be federal money to bail us out.
- Mike – To say we are down 350 students isn't an accurate statement. How many are paying and some aren't paying? You are saying that you inherited a 175 student difference that caused such a dramatic change in budget. UNA experienced the largest enrollment. We are fundamentally doing something wrong here.
- President – We really don't understand what UNA is doing. I feel they are doing some things that are bad for the institution financially. I have never seen that much money given away from a university.
- Mike – Back to recruitment and retention, as faculty we begged to go to recruitment trips. The Provost said why? I have professionals. As far as retention, we had to force the Provost to have open faculty meetings on what would help retention. I haven't seen a response to that meeting. The faculty suffer because of incompetence at the higher level.

- President – I just used 350 as a number because that is what we are down. Forget about the number of students that we are down. Don't worry about the number of students we are down just the revenue.
- Mike- Where is faculty supposed to help with recruitment? We try to have meetings about retention help. I remember Jim Miller stating those pizza parties must really help.
- President – We are putting a plan together to get the faculty involved.
- Joey – From a faculty perception standpoint, a couple of years ago we talked about Dr. Altenkirch taking a \$105K raise. Our administrative bonuses curved because of our lack of raises?
- President- I am not aware of any bonus programs except the President. They give annual incentives. There aren't any matrixes.
- Carmen – I received your response and will send it out. Maybe not every faculty member is suffering for a raise. Bring those who suffer the most and draw a line. I would like for you to think about an option for that.
- President- We implemented a program at Clemson like this. You should talk to Todd about it too.
- Carmen – We have lost faculty positions. What has been done equivalently on the administrative side?
- President – Todd did a study on that. The non-academic units here since 2008 have really had a lot of positions taken away. We haven't been replacing people either. We have been downsizing non-academic units.
- Rob – The research side was cut by \$1M last year. That is a 12% cut. There was some offset being a research group.
- President – We have used state funding to fund the centers. The centers have to be funded by ICR completely. We took a \$1M off the table. We have tried to find low hanging fruit to trim expenses. We have cut back employees that do yard work. We are doing a lot of things to trim back.
- Tim – Starting about 2015, the biggest question was when we will see growth in faculty members and attend to salary issues? We were told it would come, we have to wait. We are six years later and it's farther off now that it was then.
- President- I understand discouragement. These conversations are going on all around the country now. I know people at Illinois. They pumped up the number of US students, not international. If Auburn increases the number of students due to lowering standards that will hurt us.
- Andrea – I guess my bigger question is what we are going to do to make sure it doesn't happen again. I know we had the scholarship matrix discussion and faculty concerns were not heard.
- President – We can look at those with Todd. To make sure that this doesn't happen again is put ourselves in better enrollment. We need to be in a situation with our reserve where we can have raises.
- Carmen – I don't think this is the end of this discussion. How can we help? How can you ensure that we are heard?
- President – We will be working in October to work on revenue sources.
- Carmen – Good suggestions have been made in the past and pushed aside. We don't like to be pushed aside.

- President- The communication between the administrations is better than it was. We are all going to have to work together.
- Interim Provost Robert Lindquist
  - Rhonda will be coming to these meetings because I need her help. I would like to say I am fully on the research but I am not. She has more historical knowledge than I do.
    - Rhonda - I will commit to meeting with your departments with good retention rates for ideas, Mike. If you will set it up.
  - The Technological Methods for Meetings have been approved by the system.
  - The system is still looking at the bylaws.
    - Laird – We can have electronic voting and signed by the administration?
    - Rob – Yes. They are holding resolutions until the bylaws are approved.
    - Laird – Thank you for pushing that through.
  - There have been changes to the COVID cleaning protocol. The students are sitting at 40-50% and the faculty are 7%. We have decided to clean twice a week. We are starting at one end of the building and working then starting over. We hope to hit anything quicker. Notifications are not being sent out. The faculty will be notified of the positive student. The student needs to contact their instructor. If the instructor wants to tell the students or not, that is up to the instructor. Most clusters have been in athletics and sororities. There haven't been any clusters in the classroom yet. If the cluster occurs in the class, every student has to be tested. The Dean of Students determines who has the cluster.
    - Carmen – It is the prerogative of the instructor to tell the class?
    - Joey – We just received a message to stop contacting Ronny. We have students showing up saying their roommate has COVID.
    - Rob - It is only positive cases that cause isolation. If you have been vaccinated and have been exposed, you have to isolate. Faculty isn't supposed to contact anyone. You can contact for confirmation.
    - Tim – I had a student say they had close contact, I may be positive. The website states that I am supposed to tell the Dean of Students.
    - Rob – That should be updated today.
    - President – As a faculty member all you should say is you need to tell the Dean of Students.
    - Carmen – Can we have an easy to read flow chart? Just tell us what to do and not on a chase.
    - President – If someone says that are close contact or positive, you tell the student to contact the Dean of Student.
    - Rob – It is the student's responsibility. They must report that to the Dean of Students. We are getting reports of students not wearing mask in the lobby areas.
    - Carolyn – I understand mask were supposed to be available.
    - Rob – If we just put them at every entrance, they will never have them. We have given them to professors in case someone forgets one. We would never be able to keep up.
    - Joey – How do you verify absences?
    - Rob – The Dean of Students can verify.

- There has been a change to the withdrawal policy change. The deadline to withdraw with no refund and a W has been extended to the last day of classes.
- I received an email that we want to talk about Tenure Denial.
  - Carmen – A long time ago, every tenure decision was hand delivered. Then it went to electronic. I was told that denials are still hand delivered. I think the process on the books exist but has been neglected.
  - Rob – It should be denial or not.
  - Mike – It came after Amy Bishop. The Dean or Chair would be present when a person was denied. It was requested many times but the Dean wasn't there.
  - Rob – It should be on a Friday. So that no one can determine it was a denial.
  - Carmen – It should be individual and private. It was written down after the shooting. The reason I brought this up is one person received an email and didn't open it for a week. They sent it to a family member overseas to read.
  - Carolyn – Would you have some retention data relatively soon?
  - Rhonda – Suzanne Simpson just past the date and is cleaning it up. Would you like it to be sent out prior to the next meeting?
  - Carolyn – That would be ideal. I view faculty has expertise in retention. If we could have time to ponder it.

➤ **Officer/Committee Reports**

- Carmen Scholz, President
  - No report.
- Joey Taylor, President-Elect
  - We received three new bills.
- Tim Newman, Past President
  - No report.
- Andrea Word, Personnel Committee Chair
  - We met a couple of weeks ago. We are waiting on Chapter 7.
- Christina Steidl, Undergraduate Curriculum Committee Chair
  - No report. We are processing applications for course changes. We are still needing people.
- Andrei Gandila, Governance and Operations Committee Chair
  - We had runoff elections. We have five or six senate members that couldn't serve but we are replacing those. There is another situation with Faculty Appeals.
  - Laird – My department split into two departments. What does the Marketing department do?
  - Mike – If we all approve, I will do a zoom meeting.
- Carolyn Sanders, Ombudsperson
  - I have no formal report. I was contacted by one faculty member to look at their contract in terms of interpretation.
- Laird Burns, Finance and Resources Committee Chair
  - We have an open debate. Andrea and I have decided we want to be trained to look at this stuff. We are going to take his offer.
- Mike Banish, Parliamentarian
  - No report.
- Emil Jovanov, Undergraduate Scholastic Affairs Committee Chair
  - No report. We have lost two members of our committee.

- Carmen – After we figure out all the changes, between Joey, Andrea, and myself we will fill those needs.
  - Candice Lanius, Faculty and Student Development Committee Chair
    - We met and have a policy recommendation.
- Carmen - I want to discuss committees.
  - Faculty Appeals needs one member. Can we use the person from the engineering block that didn't get seated?
    - Mike – Yes.
    - Andrei – Do we go to the top of the list? The top candidate will be replacing.
    - Carmen – Library needs a member.
    - Mike – You want to send out a note for nominations. Then the senate votes.
    - Tim – Thought Sherri previously resigned and was replaced.
    - Carmen – Intercollegiate Athletics member resigned from university. Can we take the other person who didn't win?
    - Mike – You need to have a new election. You have to ask for nominations.
    - Tim – You have fill a vacancy with the same process of the original selection.
- FS Agenda
  - Carmen – Big thank you to Candice for the BETA Policy. You have submitted several changes to the policy. We do not have a single word document. We want to submit those as provisos. That was my idea.
    - Mike – I think we need to have a motion that we want this as first order of business. Joey moves. Candice seconds.
    - Carmen – All in favor of putting BETA as first on the agenda. Ayes carry. I appreciate that you found the Auburn and UAB policy for comparison.
    - Mike – I would like to move that we bring Bill 464 for first reading. Carolyn seconds.
- Bill 464
  - Carmen – Bill 459 was my next in line.
  - Tim – Since it is third reading, it goes regardless of our vote.
  - Carmen – Any discussion on 464?
  - Carolyn – I appreciate the spirit of the bill. The first whereas is very general. There are different levels of retention.
  - Mike – You can argue that. It was just to remind them that we asked for them to look seriously at our advancement.
  - Carolyn – I get that. I wonder if you could keep it general and not have the one percentage. Freshman to sophomore was at 80%. I am saying that we have exceeded the 75%. It makes us not look informed.
  - Mike – Is there a motion to strike retention?
  - Carolyn – What is the retention rate at now?
  - Mike – I second the motion.
  - Carmen – All in favor. Ayes carry.
  - Andrei – Is this for a goal?
  - Mike- Sure. Our four year rate is 30-40%.
  - Carmen – All in favor of the bill as amended. Ayes carry.
- Bill 466
  - Mike – I move that we consider 466. Andrei seconds.
  - Mike – I did have in this originally a minimum \$1,500 increase. What concerns me is all the statements I included. A problem we have is information is sent the Chancellor's Office. I

get irritated when the Presidents says we would be great if we had tuition increases. The Chancellor's and system office looked at these assumptions. Someone is lying to us.

- Candice- Dr. Dawson just stated they are referred to as annual incentives. Do you want to add that?
- Mike – Yes, annual incentives and bonuses. Carolyn seconds these changes.
- Joey – Would you want to add to request the fiscal analysis?
- Andrea – The second paragraph from the bottom. Does the Chancellor's office request or do it? Could we make it passive the FS President requests the analysis.
- Mike – I second that.
- Carmen – All in favor. Ayes carry. All in favor of Bill 466 for first reading. Ayes carry.

➤ Bill 467

- Carmen – Do I have a motion? Mike seconds.
- Joey – This bill speaks to administrators gathering senators prior to meetings to suede votes.
- Mike- I have issues with the fact that there are no penalties.
- Joey – It is to say that we know what was going on.
- Mike – Instead of “must always” to “must refrain”. May you make a motion that you “demand”.
- Joey – Add a component that you are asking the President to do something.
- Andrea – “requests the UAH President mandate”.
- Mike – (including Deans and Associate Deans)
- Carmen – All in favor of the amendments. Ayes carry. All in favor of Bill 467 first reading. Ayes carry.
- Mike – Third reading goes first on agenda, then BETA, 464, 466, 467.
- Carmen – All in favor of agenda. Ayes carry.
- Joey - Motion to readdress the ad hoc committee reviewing Bill 458.
- Mike – You can assign a new chair of that committee.

➤ Meeting adjourned 2:39 PM.



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**FACULTY SENATE MEETING**

**August 19, 2021**

**12:50 P.M.**

**CGU Theatre**

- **Present:** Tobias Mendelson, Laird Burns, Jose Betancourt, Candice Lanius, Angela Balla, Andrei Gandila, Kristin Weger, Christina Steidl, Mike Banish, Abdul Salman, Maria Pour, Emil Jovanov, Fat Ho, Gang Wang, Susan Alexander, Elizabeth Barnby, Azita Amiri, Donna Guerra, Anna Aultman, Lori Lioce, Leiqu Hu, Larry Carrey, Jeff Weimer, Harry Delugach, Vineetha Menon, Themis Chronis, Andrea Word, Sarah Dyess, Ron Schwertfeger, Carmen Scholz, Tim Newman, Joey Taylor, Carolyn Sanders
- **Absent with Proxy:** Anthony D'Costa, Dilcu Barnes, Amy Hunter
- **Absent without Proxy:** Sophia Marinova, Kevin Bao, Kwaku Gyasi, Bryan Mesmer, Sarma Rani, George Nelson, Jerome Baudry, Sivaguru Ravindran, Gang Li
- **Faculty Senate President Carmen Scholz called the meeting to order at 12:52 pm.**
- **Meeting Review:**
  - **Emergency Bill passes first and second reading unanimously.**
  - **BETA Policy voted to be sent back to Faculty and Student Development Committee.**
- **Administrative Reports**
  - **President Darren Dawson**
    - Glad to see you all here today. It is nice to start the semester, let's see how long we can. Our students are doing a great job. The Pavement and Drives Refurbishment are going well and hope to complete by October 2021. This is the same for Roof Replacements. Both of these were paid from bonds. The Cybersecurity Lab is opening up. We have the ribbon cutting tomorrow at 11 AM.
    - These are a couple projects we want to launch within a year or two. One is the Greenway Phase IV. The next is to start the Beville Center. We will also look at doing renovations in the CTC. We may look to move the clinics and counseling centers. The Executive Plaza will be receiving help from the city for demolition. This will be a longer term project. We are doing some things in Spragins. We will do some interior renovations come spring. The atrium will be redone with new bathrooms and concessions.

- Sarah – I am in Roberts Hall. I had a student the other day that was in a wheelchair. There isn't a female bathroom on the third floor that is accessible. Also, the bathroom on the fourth floor wasn't accessible either.
- President- I will pass this on.
- Harry – Why aren't you wearing a mask?
- President – There is leniency when a lecture is being given.
- Rob – The policy doesn't clarify that. To be strict to the policy, he should be wearing a mask or face shield.
- President – This is a gray area. If anyone feels uncomfortable, I will put it on.
- Harry – I don't want to put my students in this position that is a problem with gray areas.
- Laird – We just started the semester and our custodian is working the library. They are entering rooms. Maybe we need to resend the information to set the waste basket out.
- President – I will ask about that.
- Laird – I was driving by the Beville Center at 9 PM and passed a golf cart with no lights on. They were lucky to not get hit.
- Jeff – Welcome back. Question on the roof replacements. In terms of material science building is this on the list?
- President – That roof turned out to be better in condition than the Optics Building. It can be held off but is on the list.
- Joey – What is our autonomy on acting with COVID? I know it is coming from system. Do we have options outside of the system?
- President – We have more autonomy this time. We do have to get approval and have the Health and Safety Task Force still meeting. If we have a reason to do something different, we can. I think the conditions on the ground determine what we will do. The system has been a great help during this time with the Health and Safety Task Force.
- Carmen – If there are no more questions, I would like to ask the Interim Provost to give his reports.
- Interim Provost Robert Lindquist
  - I am very pleased to see you. I think the students will be very pleased to see you. We are not requiring vaccines but I want to thank everyone that uploaded. We are up to 60% and think we are higher than that. I firmly believe that the students are dying for in person. The response back is to get vaccinated. If you can encourage the students to get vaccinated, it is ultimately their decision.
  - The Provost Office looks different. I am new too. We have hired and he has accepted, Dr. Hakkila for Associate Provost for International Services. The Dean search for nursing is ongoing. The interviews have been completed. I

am sure there are a lot of questions in regards to fall. We are trying to get the best in person experience that we can have. The students and professors can't say that they will be remote. Every class that can be recorded, be recorded. We want everyone to feel confident that they can receive material so if they feel ill, they will stay home. However, they can't use that as an excuse to miss consistently. Instructors own their class, we just want to create a safe environment. We sent out the procedures if someone doesn't wear a mask. You offer a mask, then reiterate the policy on mask, if they still rebel you will have to ask the person to leave. A question asked about making accommodations. They will need a letter and the professor will receive an email.

- We have plenty of classrooms that can record. There may be some volume issues and we are working on that. CARES Act caused us to rush to put things in. If there is an issue, please contact the help desk. We need to know what the problem is. There is a dashboard now. You can go in ahead and see if the classroom has any issues.
- There is a great number of faculty resolutions that I need to go through.
  - Carolyn – Thank you for explaining the letter of accommodation. I think the question still remains. Is it clear that one option is not wearing a mask?
  - Rob – They can wear a shield? Usually the professor doesn't have much say after the accommodation. If it is confusing, reach back to us. It is a procedural thing. It may not be what the student wants but the accommodation is determined at that level.
  - Carolyn – Can we assume one option is to not take the mask off?
  - Rob – That could be an accommodation. I don't think we can tell a person to go virtual.
  - Carolyn – We have very concerned colleagues that this may be an option. In turn will cause them to make decisions based on their health and safety.
  - Rob – Most of the request aren't going to happen. I can't say that but I don't determine this. There has to be real documentation for accommodation.
  - Beth – I think it would be incredibly rare.
  - Mike – I think what is important to us is that we have these letters in hand before the student shows up to class.
  - Rob – IT should be emailed to you.
  - Jeff – I think we are not allowed to require students to submit letters. We can ask for them. If the student states they have an accommodation, we can then ask.
  - Joey – Do we have any numbers since we asked the students to release vaccine numbers?
  - Rob – We will release that after the incentives are over.

- Jeff – I have a question on the pass/fail grading. What I remember from last year, we could track back on students that had D grades or below and faculty/departments were given the opportunity to kick students out. I don't know where that went.
- Rob – I think this came up in the Deans Council yesterday. We were told that a program was being written that the
  - It wouldn't allow them to progress. To be honest, I thought that was enough. We were told the software would do this, but it didn't work.
- Jeff – Might I ask that the software be fixed.
- Carmen – The ruling made last year was the Department Chair receive the final grade.
- Rob – That is a lot of work for 10K students.
- Member – Could you clarify about the reporting about a positive student in class?
- Rob – That is a difficult question. We won't be social distancing within. We aren't allowed to know who. If someone has tested positive within the classroom, the building gets notified. Risk Management does contact tracing. I believe the instructor is notified. Let me get clarity and send that to back to Carmen. Before we were social distancing.
- Laird – I want to express gratitude for accepting this position. He did this to support the university and administration. We need to be patient with him as he is learning. I believe the Provost is the toughest job on campus.
- Rob – I have been in the VP of Research Office for 7 years. I am trying to shift.
- Member – Regarding contacted individuals that need to be quarantined, what is considered close contact with the new delta variant? With delta, close contact is down to a second. Who is going to get notified that they have been in the presence of an affected person?
- Rob – We are going with CDC guidelines. If they say close contact is one second, we are virtual. That will be determined by Health Force that meets every Friday.
- Tim – Can you comment on enrollment?
- Rob – I believe the numbers are 9,763. You were budgeted for 10,200. That translates to \$3.5M loss in revenue.
- Member – Have there been any consideration for better incentives for vaccinations?
- Rob – It isn't quite a raffle.
- Member – Can we do more than \$20 dining dollars?
- Rob – I am not in involved but can be. We may see that change come September 1.

- Jeff – Mentioning enrollment decrease, is this something that can be claimed back from the CARES funds?
  - Rob – That is a better question for VP of Budgets. That money is consumed. New CARES money may come. I think that is consumed on previous losses.
  - Carmen – I want to thank the President and Interim Provost.
- Approve FS Minutes from July 8. We have corrections submitted by Ron. I made a couple of changes to my report on the FDR meeting. Motion to approve. Mike moves. Candice seconds. All in favor. Ayes carry.
- Accept FSEC Report from August 12. Jeff – On the first page, change “O” to “no”. Motion to accept FSEC minutes. Mike moves. Candice seconds. All in favor. Ayes carry.
- Carmen – I would like to break order to introduce our guest Mr. Shelley.
  - Mr. Shelley – Thank you for giving me your time. I want to introduce myself to you. My office door is always open. If you have any Cybersecurity concerns, please let me know. Usually there are concerns when a new CISO comes in. I have been in the role for three weeks now. I have been taking in the current state. There are numerous concerns. This place isn’t like any other place. I am not going to be making changes wholesale. I need your support to keep our university safe and secure. If anyone has concerns, comments, I am happy to spend whatever time you would like. Thank you for the time.
    - Member – In recent weeks with checking university email, they are being marked external. This mislabeling defeats the security purpose. Is there any plans to correct this?
    - Jeremy – Thank you for letting me know this.
- **Officer/Committee Reports**
  - Carmen Scholz, President
    - Welcome everyone! Thank you for serving. We are the voice of the faculty. We are the core and heart. Without us and the students, there is no university. We have made remote education work within two weeks. We have done an outstanding job. I want to thank our nursing faculty on their knowledge to teach on how to keep patients alive. I want to thank lecturers for teaching large class sizes. Here at UAH our added job is to conduct research. We contribute to cutting edge science. This distinguishes us from other universities. The faculty faces a lot of problems. We have lack of course caps that are extensive in grading. We have problem with summer jobs. We are oversee students but aren’t compensated. We are called on to help with administrative work and not compensated. There is no budget analyst if you have research support. We have a problem with compensation to our part time and GTA’s. We are here to hopefully create change. We have about 9,700 students but the same tenure track and clinical faculty. Our administrative support has grown proportionately. We have positions that I have to wonder if we are in a position to support. We are the ones in the classroom interacting with the students on a daily basis. When it comes to our compensation, we are lacking behind. I pulled these numbers from

the AAUP. This shows the average salary for male and female public universities. This for your information only. I call on you to work on the instructional challenges that we face. I am firm on shared governance. We are faculty not employees. This is a university not a corporation. I appreciate the changes recently made. The senate has been confronted with influences placed upon senators within the last year. You are here to represent your colleagues. You do not answer to anyone but your colleagues. Any influence taken from administrative side is not appreciated and will be addressed. I will do everything in my power that the faculty are heard and needs are met. I will give 100% to this job.

- Member – Since you graciously referred to GTA's. Every year we are short handed in regards to TA's. The stipends are very low compared to southeast region.
- Carmen – Yes, I used to be Chemistry Chair. Dually noted.
- Member – Do we have current numbers on faculty and staff?
- Carmen – When we had 6,000 students it was plus/minus 10 faculty. I do not know about administration.
- Joey Taylor, President-Elect
  - I want to remind everyone that if you have new business, please send that to me. I will collect those to get them to the FSEC.
- Tim Newman, Past President
  - I want to go through a short summary of how the bill becomes a resolution. Bills originate through the President-Elect. He will take it to the FSEC. They have a decision to make. They can assign to committee or do first reading. If they decide to do first reading, it will appear here on our agenda. It will then be here for a second reading. Senate itself normally doesn't do a first reading. If something passes unanimously, we are done with it. If not, it will return for third reading. During first or second reading, it is in order to refer back to a committee. If you have several options when something is before the senate. You can introduce a motion to send committee. It is possible for a first reading to occur on the senate floor. It is possible to have an emergency bill. There must be a copy brought for everyone, with no other business. It has five minutes and requires 2/3 vote. If it fails on first reading, it fails. This shows that if something is at committee, there is an option for first reading. I wanted to walk you through this. The resolutions expresses the will of the faculty.
    - Jeff – That was nicely done. Would you please post that as a record on the faculty senate page?
- Mike Banish, Parliamentarian
  - No report.
- Carolyn Sanders, Ombudsperson
  - In certain instances, if there are reports that concern you. There are situations where you are not allowed a copy of the report. That is one thing I am going to delve into.

- Governance and Operations Committee Chair
  - Ron - There was a tie for one seat on a committee. We need a runoff. I have those ballots here with me. You can hand the ballot to me or Donna Guerra.
- Azita Amiri, Undergraduate Curriculum Committee Chair
  - No specific report. We have a new co-chair, Christina Steidl.
- Laird Burns, Finance and Resources Committee Chair
  - I to thank Susan Alexander for co-chairing to help with RCEU. Toby Mendelson volunteered to help with distinguished speaker. I would like to invite Todd Barre to our next meeting for a budget update. We have repeatedly asked for salary data.
- Emil Jovanov, Undergraduate Scholastic Affairs Committee Chair
  - Two members are missing. We had a good meeting. We elected a chair. I will continue to serve another year. If you have any suggestions, please let us know.
- Candice Lanius, Faculty and Student Development Committee Chair
  - No report.
- Andrea Word, Personnel Committee Chair
  - We have Chapter 7 for third reading. Everything you have said ties to Personnel.
- Carolyn – I would like to be recognized to state my point. I have risen to introduce an emergency bill. The title is Request for Academic Year 21-22 Raises for UAH Faculty and Staff.
  - Carmen – Is there a second? Mike seconds. I will give five minutes for discussion.
  - Carolyn – I think this is self-explanatory. With my long term vantage point of being here 30 years, I am appalled at the lack of raises. I think we have been a little too silent on this topic for too long. The administration will continue. I think they should if we don't complain. All of us here or remote worked so hard to make the campus and education experience the best we could. I think the raises are due now more than ever.
  - Laird – I wholeheartedly support this. We have been complaining about this about overspending. A couple of days ago I told President Dawson we are taking the brunt of this.
  - Mike – We have been promised raises by all the different things they did. The excuse is now the decrease in students. Ten years ago, we had \$60M in the fund balance. It was reported to us that we have \$2M. The last \$8M of that was spent on Executive Plaza. At the time it was purchased, we were told that it was revenue positive. Now we are being told that we are tearing it down. If it was revenue positive, why is it being torn down?
  - Tim – The point has been made to me that we can give more to faculty until we get new pots of money. In the last year, there is \$40M more. It is more this year than last. There are tons of new sources of funds. Why does the administration keep coming to us saying they do not have the money? I stand saying they do have the money.

- Laird – If it is unanimously approved, does it go straight to administration?
- Mike – No, it goes through first reading. It has to pass with 2/3. It will then go to second reading and take 2/3. If second reading is unanimous, then it will go directly to administration.
- Jeff – On the next to last resolution, I ask whether we have the authority to speak for the staff as the faculty senate.
- Lori – Technically we don't because they have their own senate.
- Carmen – The votes will be collected in a private manner.
- Carolyn – I object to the secret ballot.
- Carmen – All in favor of not having a secret ballot. Ayes carry for first reading. All in favor of the emergency bill as presented. Ayes carry. Passes unanimously first reading.
- Mike – I like to motion that we go to second reading. Tobias seconds.
- Carmen – All in favor of going to second reading. Ayes carry.
- Candice – I move that we amend this resolution that we strike "and staff". Jeff seconds.
- Laird – I strongly oppose that.
- Mike – Let's vote on this amendment. I have a slightly changed one that we are requesting for them.
- Carmen – All in favor of striking "and staff." Motion fails.
- Mike - I would like to make an amendment. I would like to change the first be it resolved to state the Faculty Senate requests across the board 3% raises for the faculty and staff for the 21-22 academic year. Candice seconds.
- Carmen – All in favor of the amendment. Ayes carry. All in favor of the bill as amended. Ayes carry. Passes unanimously on second reading.
- Member – Let the record state it was passed acclamation.
- Carmen – Motion to extend by ten minutes. Lori moves. Member seconds.
- BETA Policy
  - Carmen – This was brought before the senate. Do I have a motion to approve this policy? Mike moves. Tobias seconds.
    - Candice – I have three concerns. I believe that the introduction of the new category added would have impact on free speech. I am worried about the definitions. I am concerned about the confidentiality point. I am concerned these records would leak.
    - Jeff – When you are moderating, I can't see that this policy would come forward.
    - Candice – If you look at the definition, preoccupation of violence.
    - Laird – I would like to support Candice on this. She would be accused because she opened the topic.
    - Carolyn – I support Candice on this. Our job is to support policies that we feel comfortable with whoever the professor is. We need policies that ensures classroom freedom.
    - Member – I haven't seen any discussion of verbal abuse.



- Laird – I have a concern that we don't see an itemized list of issues brought to the BETA team. We have no insight to this.
- Mike – Who knows if this has been through the BETA team?
- Joey – Not in the last few months. I do want to agree with Candice on the confidentiality points. This campus is naive on mental health issues.
- Laird – I would suggest that we request additional time from administration and send to committee. Also let the BETA team review this.
- Harry – I move to send back to committee.
- Carolyn – Second.
- Harry – Where did it come from?
- Candice – Faculty and Student Development will look at it.
- Lori – Second.
- Carmen - All in favor of sending back to committee. Ayes carry.

➤ Meeting adjourned 2:35 PM.

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## Violence Prevention and Response Policy

**Abstract:** The purpose of this policy is to help to identify and prevent incidents of violence and reduce the effects of violence on victims, and set forth consequences for committing or threatening to commit a violent act.

**Effective Date:**

7/1/2020

**Responsible Party:**[Senior Vice President for Finance and Administration](#)**Contacts:**

None Assigned

**Administrative Category:**[Human Resources](#)**Applies To:**

Faculty, Staff, Students

**Keyword(s):**[Dating Violence](#), [Domestic Violence](#), [Sexual Assault](#), [Sexual Misconduct](#), [Stalking](#), [Threats](#), [Violence](#), [Title IX](#)**Material Original Source:****University of Alabama at Birmingham****Violence Prevention and Response Policy****July 1, 2020****(Replaces policy dated November 22, 2016)****Related Policies**[UAB Enterprise Code of Conduct](#)[Dangerous Weapons and Firearms Policy](#)[Duty to Report and Non-retaliation Policy](#)[Equal Opportunity and Discriminatory Harassment Policy](#)[Student Conduct Code](#)

[Policy on the Protection of Children on UAB Premises and in UAB-Sponsored Activities](#)  
[Problem Resolution Procedure for Non-faculty Employees – HR Policy 608](#)  
[Title IX Sex Discrimination, Sexual Harassment, and Sexual Violence Policy](#)  
[Freedom of Expression and Use of UAB Facilities Policy](#)

### **Related Resources**

[A Guide for Victims of Sexual Assault](#)  
[Student Health & Wellness](#)  
[UAB Police Programs and Services](#)  
[UAB Behavioral Threat Management Program](#)

## **BACKGROUND**

The University of Alabama at Birmingham (UAB) is committed to maintaining a safe and secure educational environment and workplace, one which seeks to ensure the well-being and safety of faculty and staff, employees, students and visitors. UAB does not tolerate acts of violence or threats of violence against faculty, staff, students, or visitors, and others conducting UAB official business.

The purpose of this policy is to help to identify and prevent incidents of violence, reduce the effects of violence on victims, and set forth consequences for committing or threatening to commit a violent act.

## **POLICY STATEMENT**

Violence and threatened violence are prohibited by UAB. Each member of the UAB community has the responsibility to understand, prevent and respond appropriately to campus/workplace violence. It is a violation of this policy to engage in violent behavior. UAB reserves the right to determine when particular conduct constitutes an act of violence for purposes of this policy. This conduct may also be a violation of state and federal law, UAB's Title IX Policy, UAB's Equal Opportunity and Discriminatory Harassment Policy, or other applicable policies. Under these circumstances, the University will endeavor to coordinate the investigation of any violation of this policy with other investigations as appropriate and feasible.

## **SCOPE**

This policy applies to the personal conduct of employees while acting within the scope of their employment on University owned, controlled, or leased property, while conducting university business at any location, including while representing the University at conferences or offsite meetings, or while riding in University-owned or leased vehicles. It also applies to any off-duty violent act or threat of violence that adversely impacts a University employee's ability to perform his or her assigned job duties or responsibilities or brings discredit to UAB.

This policy also applies to students. The personal conduct of students is covered in more depth in the [Student Conduct Code](#).

This policy also applies to UAB volunteers, adjunct/clinical appointees, and others conducting UAB official business.

UAB further provides protection of all community members in instances of sexual violence and sexual misconduct as outlined in the University-wide [Title IX Sex Discrimination, Sexual Harassment and Sexual Violence Policy](#) ("Title IX Policy").

## DEFINITIONS

For purposes of this policy, violent behavior encompasses a broad range of behavior that may affect the campus or the workplace, may generate reasonable concerns for personal safety, or may result in physical injury. Violent behavior, includes but is not limited to, aggressive or frightening acts, intimidation, threats, harassing behavior, stalking/unwanted attacks, physical attacks, domestic violence or property damage. Violent behavior does not include appropriate self-defense measures a reasonable person would take to prevent personal physical injury or harm. Examples of behaviors or conduct that are not tolerated include, but are not limited to, the following:

- Threats: an expression of intent to cause physical or emotional harm to another person or damage the property of another. A threat may be direct, indirect, conditional or veiled and without regard to whether the party communicating the threat has the ability to carry it out in the present or future;
- Intentionally defacing or damaging property, including property owned by UAB or its employees, students, visitors, or vendors;
- Brandishing a weapon or firearm;
- Physical attack, meaning unwanted physical contact such as hitting, kicking, pushing, shoving, biting, fighting or throwing objects or using an unauthorized weapon against another person;
- Any act of domestic violence, dating violence, or stalking (See UAB [Title IX Policy](#));
- Attempting or committing nonconsensual sexual contact (any touching of the sexual or intimate parts of a person) or exposure, including sexual assault (See UAB [Title IX Policy](#));
- Intimidation, or implied threats or acts that cause an unreasonable fear of harm in another;
- Hazing, or acts likely to cause physical or psychological harm or social ostracism to any person within the university community, when related to the admission, initiation, pledging, joining, or progression in any group activity;
- Bullying, or repeated and/or severe aggressive behavior likely to intimidate or intentionally hurt, control or diminish another person, physically or mentally;
- Aiding or abetting others in any of the above actions (examples include, but are not limited to, concealing any of the above behaviors to protect the perpetrator, allowing them to use phones or e-mails to bypass security plans, or delivering messages to the victim); or
- Enlisting, coercing, or asking others to do any of the above acts.

Additionally, behaviors of concern can be precursors to greater levels of violence. It is imperative that UAB learn about early behaviors of concern so that plans can be put in place to prevent greater violence from occurring in the UAB community. The following behaviors of concern could indicate the potential for an individual to engage in violent behavior or could be indicators for suicide risk:

- Use of violence, threats to harm and harassment toward others;
- Reacting angrily or emotionally in a way that seems disproportionate to the situation.
- Making direct or veiled threats about harming or killing one's self or others;
- Engaging in intimidating, belligerent, insubordinate, defiant, or challenging behavior;
- Being confrontational, angry, or behaving in an unpredictable, restless, or agitated manner;
- Blaming others for anything that goes wrong, with no sense of personal responsibility;
- Displaying a recent, marked job or academic performance decline and/or attendance problem;
- Displaying marked changes in personality, mood, or behavior;
- Withdrawing from friends and acquaintances;
- Crying excessively for what appears to be little or no reason;
- Crossing behavioral boundaries at work (e.g., excessive phone calls, personal emails, and/or visits);
- Engaging in substance abuse;
- Perceiving disgrace or loss of options due to failure; or
- Any behavior or collection of behaviors that instill fear or create concerns that an individual might act out violently.

Also, although they are considered violent behavior, domestic violence, dating violence, sexual assault, sexual violence, and stalking are defined and discussed within the UAB [Title IX Policy](#).

## Freedom of Expression

As stated in its Freedom of Expression and Use of UAB Facilities Policy, the University is committed to free and open inquiry and expression for members of its community. The University is dedicated to the promotion of lively and fearless freedom of debate and deliberation but also to the protection of that freedom when others attempt to restrict it. While the protections of the First Amendment and applicable state law may need to be considered if issues of speech or expression are involved, for purposes of this policy, free speech does not include:

- Unlawful harassment, defined as expression that is so severe, and/or pervasive, and objectively offensive that it effectively denies access to an educational opportunity or benefit or creates a hostile working environment;
- True threats, which are defined as statements meant by the speaker to communicate a serious expression of intent to commit an act of unlawful violence to a particular individual or group of individuals; or
- Fighting words, which are defined as speech that is personally or individually abusive and is likely to incite imminent physical retaliation

### Reporting Acts of Violence or Behaviors of Concern

All members of the UAB community have a duty to report all acts of violence, threats of violence, or indications of possible hostile behavior to the UAB Police or appropriate law enforcement agency. UAB Police coordinates required notifications to Office of HR Employee Relations for matters involving employees or the Office of Non-Academic Student Conduct and/or the Title IX Coordinator for matters involving students. Employees who have been approached by a student relaying a potential incidence of violence must relay the report to the Office of the Vice President for Student Affairs. An individual who has been issued a protective or restraining order that references or impacts the UAB environment must notify UAB officials and may be required to present appropriate documentation.

All members of the UAB community are encouraged to be alert to the possibility of violence on the part of employees, former employees, students, or other individuals who may be encountered on campus or while conducting official University business. Behaviors of concern can be reported to a manager or supervisor, Office of Provost, Human Resources, the Title IX Coordinator, or the Behavioral Threat Assessment Team.

UAB is committed to ensuring safe options for bystander intervention that may be carried out by an individual to prevent harm or intervene when there is a risk of domestic violence, dating violence, sexual assault, or stalking against a person other than themselves.

Department heads, directors, and supervisors are responsible for communicating this policy to all employees under their supervision, for ensuring that facilities are as safe as feasible; for identifying and offering violence prevention training to employees, as appropriate; and for instructing employees what and how to report violence or threatened violence.

For matters involving employees, Human Resources will coordinate employee-related preventive measures, including conducting criminal conviction checks, in accordance with university policy, providing awareness programs to new employees, coordinating referrals to the employee assistance program, advising employees and managers, and coordinating with other university and community resources to support victims of violence.

For matters involving students, the Title IX Coordinator will coordinate student-related supportive measures, including but not limited to issuing a no-contact order, modifying or changing in class schedules, job assignments or on-campus housing arrangements; providing academic support services, escort services; increased security and monitoring of certain areas of the campus or similar measures; referral to counseling services both off campus; resources on and off campus for trained advocates who can provide crisis response; assistance in identifying advocacy support to obtain orders of protection within the criminal justice system; and emergency numbers for on and off campus law enforcement. More information about supportive measures can be found in UAB's Title IX Policy.

### Response to Acts of Violence

UAB is committed to providing an investigative process that is sensitive, fair, supportive, and respectful of the rights and needs of all involved. In cases of reported violence, UAB shall provide a prompt, fair, and impartial investigation and resolution. All investigations and/or disciplinary

proceedings will be conducted by University officials who are adequately trained on the issues related to these situations. A preponderance of the evidence standard will be used to resolve all such complaints.

With reports of sexual assault and sexual misconduct, including stalking, domestic violence and dating violence, the complainant and the respondent are both entitled to the same opportunities, pursuant to the UAB [Title IX Policy](#) and related procedures and [Student Conduct Code](#).

### **NON-RETALIATION**

Retaliation against any employee, student or other member of the campus community who, in good faith, reports a violation of this policy is prohibited.

### **NON-COMPLIANCE**

Confirmed violations of this policy will result in appropriate consequences commensurate with the offense, up to and including expulsion from the University or termination of employment, appointment, or other relationships with UAB. Interim actions, including emergency removal of a student and/or administrative leave for employees, may be taken by UAB prior to final resolution. Any emergency removal of a student based on allegations of stalking, domestic violence and dating violence will be made pursuant to UAB's Title IX Policy and related procedures. Individuals may also be subject to arrest, criminal prosecution, and/or may be temporarily or permanently barred from campus.

### **CONFIDENTIALITY**

Effort is made to protect the safety of anyone who reports a potential violation of this policy or otherwise raises concerns about a threat or act of campus violence or behavior of concern. As appropriate and feasible under applicable law and UAB policies, UAB will protect the confidentiality of anyone who makes a report under this policy.

### **SUPPORT FOR VICTIMS OF VIOLENCE**

UAB is concerned with the health and well-being of its employees. In situations of violence or the potential for violence in the workplace, assistance is available to employees. Assistance may be requested through a faculty member, counselor, supervisor, Title IX Coordinator, UAB Police, Human Resources, or the Office of Diversity, Equity and Inclusion.

Additional resources are available for victims of sexual violence, including sexual assault, domestic violence, dating violence, and stalking, whether or not the sexual offense is reported, to ensure the victim's well-being (See UAB [Title IX Policy](#)).

### **IMPLEMENTATION**

The Offices of the Vice President for Financial Affairs and Administration, Provost, and Vice President of Student Affairs are responsible for implementation of this policy.

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## **Administrative Brief for Faculty Senate for September 2021**

**Prepared by Dr. Robert Lindquist**

**9/9/2021**


### **Academic Affairs**

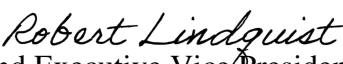
- **Introduction of Interim Associate Provost**
  - Dr. Rhonda Gaede will be attending the Faculty Senate Executive Committee meetings.
- **Faculty Senate Resolution 21/22-01: Request for Academic Year 2021-2022 Raises for UAH Faculty and Staff**
  - Response memo attached.
  - Impact on Faculty Hires
- **Faculty Senate Resolution 20/21-01: Technological Methods for Meetings**
  - Approved by Counsel
- **Faculty Senate Resolution 20/21-04: Faculty Senate Bylaws Update**
  - UA System / Counsel are still reviewing the Faculty Senate By-Laws with respect to Board Rule 108.
  - This is a hinge pin for many outstanding faculty senate resolutions.
- **Changes to COVID Cleaning Protocol**
  - As a result of the increasing number of students testing positive for COVID 19, a focus has been placed on cleaning all classrooms rather than individual classrooms identified via building notifications.
  - Changes will be made to the appropriate webpage. <https://www.uah.edu/covid-19/covid-19-testing/reporting-exposure>
- **Withdrawal Policy Change**
  - The deadline for a withdrawal with no refund and a “W” to appear on transcript has been extended to the last day of classes.
- **Tenure Denial Discussion**
- **Course Schedules for Spring 2022**
  - Approved



## **MEMORANDUM**

To: Carmen Scholz  
President, Faculty Senate

From: Darren Dawson   
President

Robert Lindquist   
Interim Provost and Executive Vice President for Academic Affairs

Date: September 8, 2021

Subject: Faculty Senate Resolution 21/22-01: Request for Academic Year 2021-2022  
Raises for UAH Faculty and Staff

As UAH finalized the FY 2021-22 Operating Budget, we examined the feasibility of providing a salary increase pool for UAH faculty and staff. Specifically, we examined if UAH could fund a 2% salary increase pool for our faculty and staff. A 2% salary increase pool would cost UAH approximately \$2M in recurring funds inclusive of benefits.

The University's education & general (E&G) operating budget relies on two main sources of revenue: State appropriations and tuition/fees. Tuition/fees revenue is impacted by two factors: enrollment and rates. In recognition of the financial hardship faced by our students and their families during the ongoing pandemic, UAH did not ask the Alabama Board of Trustees to consider a tuition increase for this current academic year. Additionally, UAH's Fall 2021 enrollment declined by approximately 350 students. This enrollment decrease has had a negative impact on UAH's revenue. Fortunately, UAH received an appropriation increase of \$3.9M from the State of Alabama; however, the state appropriation increase barely offset UAH's projected loss of net tuition revenue of \$3.5M.

Please see the table below that details anticipated revenue changes for FY 2021-22.

Revenue Item	Proposed % or \$ Change	General Operating Revenue	Auxiliary Revenue
<b>State Appropriation O&amp;M Increase</b>	7.7%	\$3,933,512	
<b>Net Tuition Revenue Based on Enrollment Projection*</b>	9,700 Student HC	-\$3,498,220	
<b>College Fees</b>	No Increase	\$0	
<b>Infrastructure Fee</b>	\$5 per credit hour	\$1,280,659	
<b>Meal Plan Rates</b>	~3% Contractual		\$210,000
<b>Housing Rates</b>	No Increase		\$0
<b>Phased Parking Rate</b>	No Increase		\$0
<b>Grand Totals</b>	<b>\$ 1,925,951</b>	<b>\$1,715,951</b>	<b>\$210,000</b>

\* Down-budget enrollment from 10,200 in Fall 2020 to 9,700 in Fall 2021. Gross tuition -\$5,419,220 + scholarship savings of \$1,921,000 results in a net revenue change of -\$3,498,220.

As one can see from the table above, our appropriation increase offsets net tuition losses with only \$435K in new flexible funds remaining that will be used to fund customary faculty promotions and mandated cost increases. The other revenue sources shown are approved and dedicated for specific purposes and cannot be used to fund salary increases.

Throughout this year's budget development cycle, we have kept various stakeholder groups informed of our revenue projections. These groups include the Budget and Planning Advisory Council, Faculty Senate, Staff Senate, Council of Deans, UA System Officials, and The Board of Trustees. It was made clear that UAH's ability to fund a pay increase pool depended on Fall 2021 enrollment being very close to that of Fall 2020, which was 10,000. As of today, UAH's Office of Institutional Research and Assessment projects a Fall 2021 census count of approximately 9,650.

Given the information presented above, UAH will not be able to provide a salary increase pool for its faculty and staff for FY 2021-22. While we are deeply saddened by the knowledge that we cannot reward our dedicated faculty and staff who have worked through very difficult circumstances caused by the ongoing pandemic, UAH simply does not have the financial resources available to fund the salary increase pool.

## Administrative Brief for Faculty Senate

9/9/2021

### Facilities Report

Please find below a brief narrative of the progress of UAH's priority projects in **Construction** as follows:

- **2021 Campus Pavement & Drives Refurbishment** – This summer, North Alabama Paving completed roughly 85% of the various asphalt and concrete pavement repairs scheduled for 2021. This work included repairs of concrete curb and gutter, replacement of asphalt paving, and associated traffic striping. We have identified some additional areas of concern that we would like to address at multiple locations on campus; however, all additional work should be complete by October 2021.
- **2021 Roof Replacements Projects** – All four roofing projects slated for 2021 have formally bid and been awarded. Unfortunately, due to roofing material delays, the construction schedules have staggered. The Optics Building roof replacement started in July and is scheduled for completion in early September. The Cramer Research Hall and Olin B. King Technology Hall roof replacements are scheduled to start this month with a construction duration of 60 days. The Johnson Research Center roof replacement should begin in late September and is scheduled for completion in December 2021.
- **Altenkirch Lawn “Greenway” Phase III** - Located north of Holmes Avenue, the project site begins where previously completed Phases 1 & 2 ended on the north side of the Library parking lot, split and continue north on the east and west sides of the Library, then joining together and ending at Ben Graves Drive. Construction began last month, near Central Campus Residence Hall and CTC with the Contractor anticipating to move clockwise along the north and east side of the Library. Substantial Completion is scheduled for December 2021.
- **BAB Cyber Security Lab** – The project received Substantial Completion on August 4, 2021. Pending completion of punch list items, we anticipate closing out this project within the next 30 days. The project is operational for the start of the Fall Semester on August 18, 2021 with a ribbon cutting scheduled for August 20, 2021.
- **Shelby Center Exterior Renovations (Phase 1)** – The project includes additional mitigation efforts to capture and redirect subsurface water around the building foundations. Exterior renovations will include regrading around the building perimeter to redirect surface run-off water, repair existing building waterproofing, rework existing storm water drains, upgrade landscaping, and replace and upgrade exterior perimeter lighting. Construction began in April and is scheduled for completion in October 2021.

- **Shelby Center Interior Renovations (Phase 2)** – The project includes the repairs to the lower level caused by the flooding and water remediation efforts in February 2019. The renovations will include door replacements, drywall repair, new lighting, ceilings, flooring, and paint finish throughout the space. Competitive Bids were received last month with the project being formally awarded to Pearce Construction Company. Currently, the construction contract is being prepared with an anticipated notice to proceed date for September 2021. Construction is scheduled for completion in April 2022, with occupancy slated for May 2022.

Please find below a brief description of the status of priority projects in **Planning, Design & Bidding**:

- **Altenkirch Lawn “Greenway” Phase IV** - This phase of the four-phase Altenkirch Lawn Project will connect the Phase III Project currently under construction to the new quad between Morton Hall and Frank Franz Hall. A Stage III Submittal has been submitted to the UAS Board of Trustees for approval in the September Board Meeting. Construction is scheduled to begin in March 2022 with Substantial Completion scheduled for September 2021.
- **Bevill Center Academic & Administration Renovations** – This project is currently in the Programming and Planning Phase and includes the modification and renovation of 44,670 square feet of vacant space on the first and second floors of the Bevill Center to provide new classroom space for the College of Engineering, new office space for Administrative Offices currently located in Shelby King Hall, and finish upgrades to the main building lobby. A Stage I Submittal and Stage II Waiver have been submitted to the UAS Board of Trustees for approval in the September Board Meeting.
- **Campus Lake Dredging and Repairs** – Currently in the Design Phase, the proposed work includes dredging the North Lake and making repairs to damages in the perimeter walls. Proposed work also includes repairing fountain aerators, cleaning exposed concrete surfaces, and clearing undergrowth along the Holmes Avenue overpass. UAH Facilities & Operations (F&O) is working with design professionals and specialty contractors to finalize the project scope of work with anticipated costs. Bidding is scheduled for late this fall with construction anticipated to start at the beginning of 2022.

- **CTC Counseling Services Center Renovations** – Currently in the Design Phase, this project consists of renovations of roughly 6,300 square feet of vacated space at the Conference Training Center to accommodate the Counseling Services Center that will be displaced with the demolition of Executive Plaza. This project is scheduled to bid in October, with construction beginning in January 2022. The intent is for the Counseling Services Center to be operational at CTC for the start of the 2022 Fall Semester. We plan to relocate the Counseling Services Center from Executive Plaza to some existing "as is" space in the Conference Training Center over the holiday break. This unrenovated space is a short term 2022 solution while Counseling Services works remotely and we renovate the Counseling Services Center's long term location in another part of CTC which the report highlights.
- **Executive Plaza Buildings & Site Demolition** – Currently in the Design Phase, demolition efforts are slated to begin in January 2022. The City of Huntsville Public Works Department will demolish all existing buildings and foundations, remove existing asphalt pavement, and conduct selective tree removal. The demolition effort is anticipated to be complete by the end of March 2022. UAH Facilities & Operations (F&O) is actively working with the UA System Office to consider all opportunities for future use and development of the 58-acre property.
- **Spragins Hall Interior Renovations** – Currently in the Design Phase, this project includes much-needed renovations of roughly 9,400 square feet to the main lobby, first floor corridors, concessional areas, VIP Club; and upgrading existing first floor restrooms. Proposed work also includes new exterior building signage, renovations to the Women's Basketball Locker Room and the development of an Athletics Hall of Fame display. UAH Facilities & Operations (F&O) is working with design professionals to finalize the project scope of work with an estimate of probable cost. Construction is tentatively scheduled to begin in January 2022 and continue through August 2022.
- **Spragins Hall Grounds & Landscape Improvements** – Currently in the Programming and Planning Phase, the proposed work includes modifying and repairing existing site pavement, replacing landscaping and upgrading site lighting around the building. Proposed work also includes improvements to the VIP Parking Lot with new accessible parking, removing the stone retaining wall north of the building, improvements to Parking Lot G15 with storm water drainage upgrades along Ben Graves Drive, and an outdoor training area located adjacent to the indoor weight room. UAH Facilities & Operations (F&O) is working with design professionals to finalize the project scope of work with anticipated costs. Bidding is scheduled for late this fall with construction anticipated to start in January 2022.

- **Wernher von Braun Research Hall Special Project** – Approved by the UAS Board of Trustees during the June Board Meeting, this project is currently in the Programming and Planning Phase and includes locating a 2,565 square foot pre-manufactured sensitive compartmented information facility adjacent to Annex B at the Wernher von Braun Research Hall. In preparation for installation of the pre-manufactured facility, the project also includes selective demolition on the proposed site to clean-up existing conditions and remove vacated structures. Construction is tentatively scheduled to begin in spring 2022 and complete in fall 2022.

#### **Miscellaneous Items**

- **Update - Vaccination Plan** – We will continue our in-house vaccination program and our coordination with the ADPH.



(<http://www.auburn.edu>)

## Threat Assessment Team

### Team Mission

**The mission of the Threat Assessment Team is to assist in the safety, health and welfare of the university community through a proactive, collaborative, coordinated, objective, and thoughtful approach to the prevention, identification, assessment, intervention and management of situations involving members of the university community that pose, or may reasonably pose, a threat to the safety and well-being of themselves and/or other members of the university community, or are of substantial disruption to university activities.**

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### Team Goals

**The goals of the Threat Assessment Team are to advise and make recommendations on incidents involving members of the university community that pose, or may reasonably pose, a threat to the safety and well-being of themselves and/or other members of the university community through outreach and educational programming, consultation, and appropriate referrals.**

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### Referrals to the Threat Assessment Team

It is the responsibility of the university community to report any situation that could possibly result in a threat to the safety and well-being of other members of the university community. Any member of the university community that may become aware of such a situation can report the matter to the Threat Assessment Team.

It is important to emphasize that reports to the Threat Assessment Team not be made anonymously because of the limitations to investigating without complete information. Please include, at a minimum, your name, phone number and email address.

### Contact the Threat Assessment Team:

**Phone: (334) 844-5010**

**Email:** autat@auburn.edu (mailto:autat@auburn.edu)

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### **Emergency Situations**

**In cases where a person may pose an immediate risk of violence to self or others, please call 911 to reach the City of Auburn Police Department.**

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### **Threat Assessment Team Leadership**

#### **Keith Walton**

Police Lieutenant

Department of Campus Safety & Security

543 West Magnolia Ave.

Phone: (334) 844-8874

Fax: (334) 844-2081

Email: klw0007@auburn.edu (mailto:klw0007@auburn.edu)

### **Threat Assessment Team Leader Backup:**

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#### **Christopher O'Gwynn**

Director, Risk Management & Safety

1161 W. Samford Ave, Building 9

Phone: (334) 844-5061

Fax: (334) 844-4640

Email: ogwynca@auburn.edu (mailto:ogwynca@auburn.edu)

### **RMS News and Announcements**

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- Risk Management and Safety Reminds of Proper Li-ON Battery Disposal (/rms/News/Details/127)



- Risk Management and Safety Warns of Using Certain Dehumidifiers. (/rms/News/Details/126)
- RMS Safety and Health Specialist Donna Tucker wins big at PHBA World Championship (/rms/News/Details/125)
- Auburn Risk Management and Safety Featured on URMIA Matters Podcast (/rms/News/Details/124)
- Guide on Purchasing DEA Scheduled and Listed Substances (/rms/News/Details/123)

[More \(/rms/News\)](#)

## Upcoming Events

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**[View All Events \(/rms/News/Announcement\)](#)**

## Faculty Senate Bill Number 467

### **Independence of Faculty Senators from Administrative Influences to Speak or Vote at Faculty Senate Meetings**

History: Passed First Reading at FSEC September 9, 2021

**Whereas** the Faculty Senate represents faculty in shared governance of the University with the administration, and

**Whereas** effective shared governance demands open engagement to resolve disparate views on topics of importance to the University, and

**Whereas** open engagement unequivocally means that members of the Faculty Senate must be able to speak their minds and vote according to sentiments from the Department that they represent, and

**Whereas** open engagement can demand that the members of the Faculty Senate be able to speak vibrantly against policies or bills that may be perceived to run counter a preferred view of the administration without any intimidation or fear of recriminations from the administration, and

**Whereas** actions by any administrator at the University to engage with a member of the Faculty Senate in discussions that can be in any way be perceived as trying to influence or block that member from full, open engagement within the Faculty Senate directly violates the above principles, and

**Whereas** recent reports have been provided that suggest if not show convincingly that administrative officials in Departments and Colleges engaged with members of the Faculty Senate in ways that can be perceived as if not established to be attempts to block, influence, or alter how the members would speak or vote on resolutions or bills brought before the body of the Faculty Senate,

#### **Be it therefore resolved that**

The Faculty Senate requests that the administration must always refrain from and pro-actively police themselves against undertaking any actions that can be perceived as directly or indirectly attempting to influence in any way how any Faculty Senator will speak or vote during a meeting of the Faculty Senate.

Faculty Senate Bill No. ~~4XX~~466

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**Fiscal Analysis of UAH Program Documents Submitted to UA-System Chancellor**

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History: Passed First Reading at FSEC September 9, 2021

Whereas the Administration of Robert Altenkirch reported to the UAH faculty that the adding of sport teams would lead to increased financial income and stability at UAH, and

Whereas the Administration of Robert Altenkirch reported to the UAH faculty that the creation of additional Colleges would lead to increased financial income and stability at UAH, and

Whereas the Administration of Robert Altenkirch reported to the UAH faculty that the retirement of faculty and the assignment of those positions would lead to growth in critical areas resulting in increased financial income and stability at UAH, and

Whereas the Administration of Robert Altenkirch reported to the UAH faculty that the goal of 10,000 student would lead to faculty expansion and increased financial stability at UAH, and

Whereas the addition of sport teams, the addition of colleges, the retirement incentives, and enrollment of 10,000 students was analyzed and approved using data supplied by UAH to the UA-System Chancellor and then furthered to the Board of Trustees, and

Whereas, none of the above additions were presented to the UAH faculty for analysis prior to implementation, and

Whereas UAH faculty salaries are well below the Southeast Public University Salary average, and

Whereas, UAH has received several tens of millions of dollars of Federal and State CARES funding this campus, and

Whereas the faculty and staff at UA and UAB are projected to have salary increases up to 3% this year, and

Whereas, for the 2021-2022 Academic Year UAH faculty and staff are unlikely to receive raises because of funding short falls, and

Whereas, the number of classes with 20-50 students, an important metric for US News and World report rankings, continues to be a smaller percentage of classes at UAH,

Therefore, be it resolved that the UAH Faculty Senate will request the fiscal analysis presented to the Office of the Chancellor and the Board of Trustees by the UAH

Administration, for the addition of sport teams, formation of new colleges, retirement incentives for faculty and investment in new areas, and the scholarship matrix,

Be it further resolved that the UAH Faculty Senate President request the fiscal analysis of by the Chancellors office for the addition of sport teams, formation of new colleges, retirement incentives for faculty and investment in new areas, and the scholarship matrix at UAH,

Be it further resolved that the UAH Faculty Senate President request the Chancellors office request the suspension of “bonus payments” to UAH administrators until UAH faculty salaries are comparable with UA and UAB faculty, and with the Southeast average,

Be it further resolved that the UAH Faculty Senate President request the Chancellors Office and Board of Trustee’s to determine if previous “bonus payments” were made based on accurate data and analysis.

Ballot 1

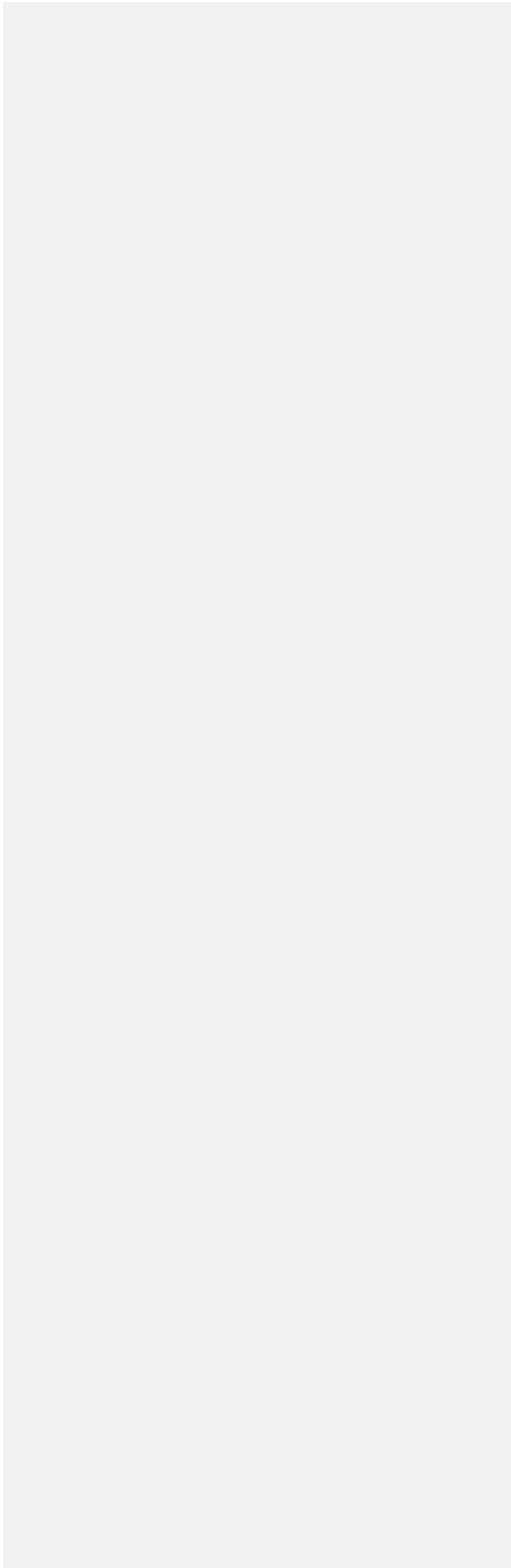
Yes

No

Ballot 2

Yes

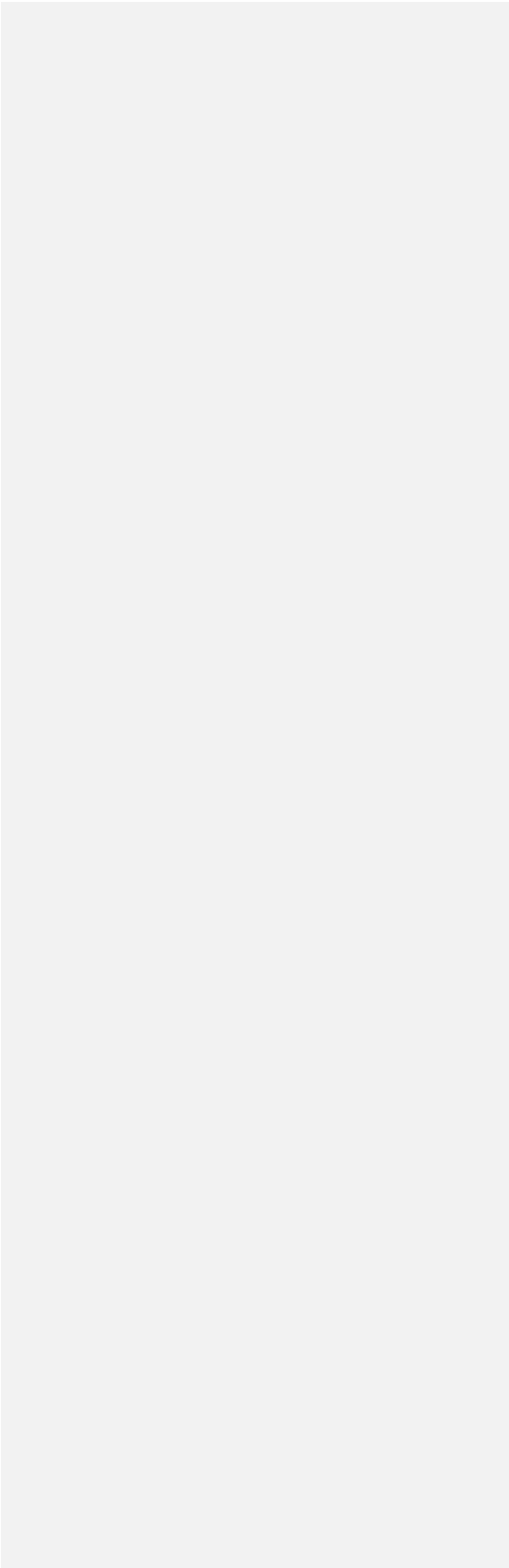
No



Ballot 3

Yes

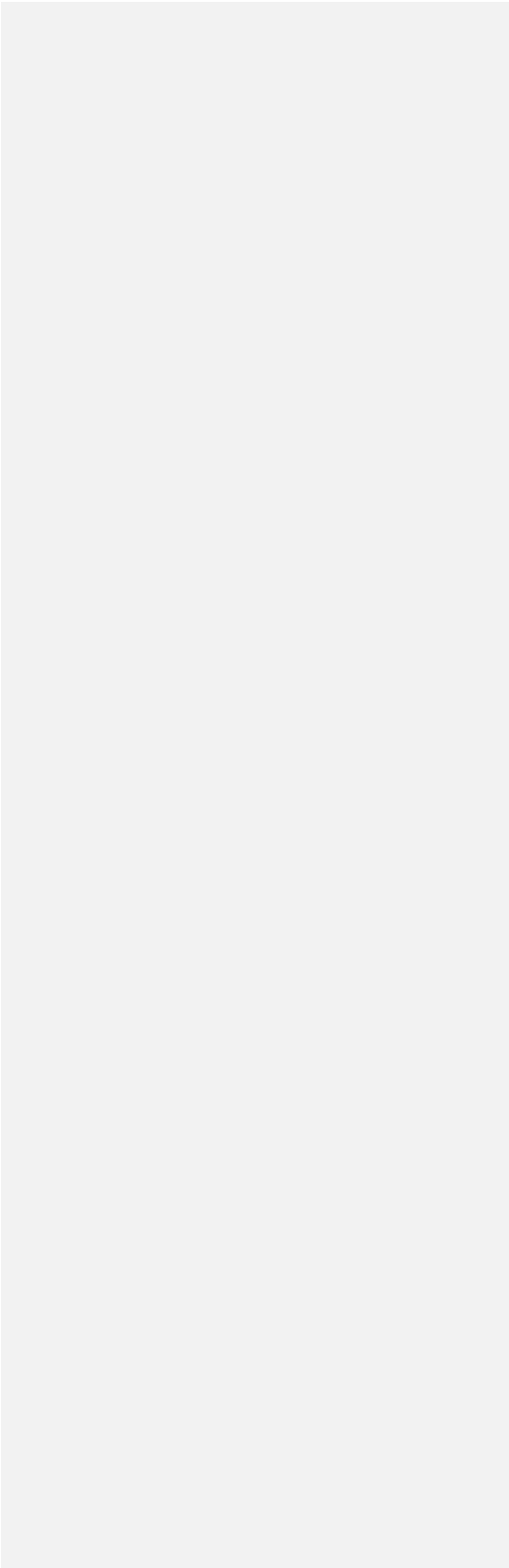
No



Ballot 4

Yes

No

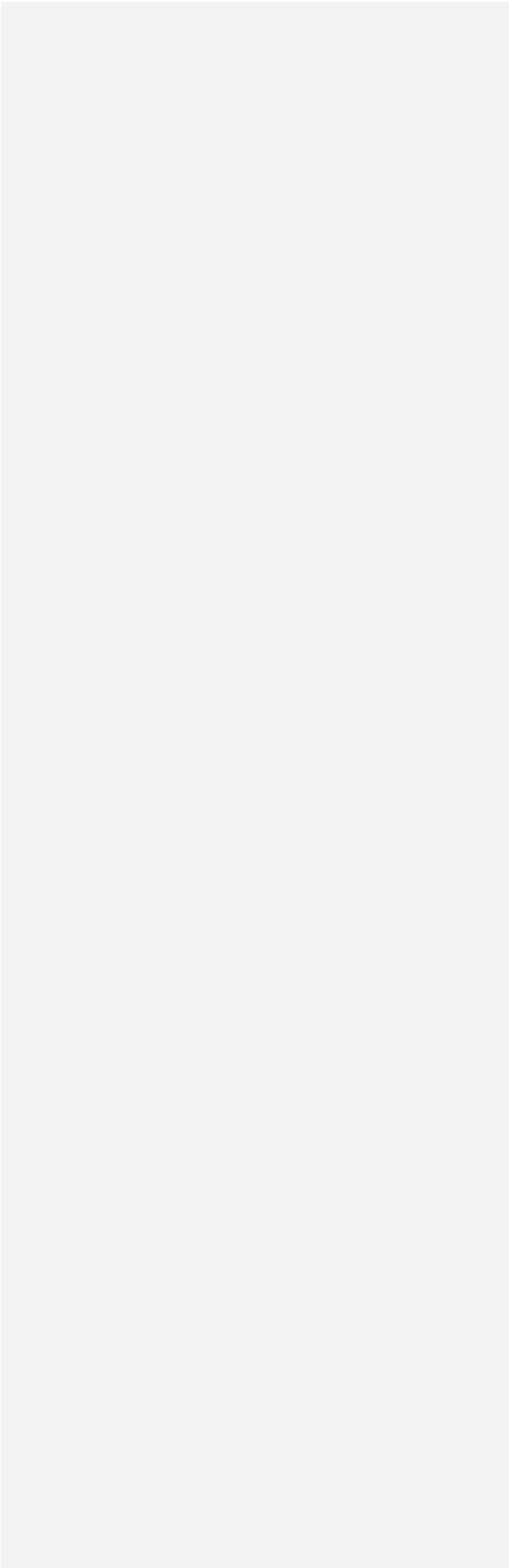




Ballot 5

Yes

No



Faculty Senate Bill No. 464

Restatement of Support of Faculty Senate Resolutions 16/17-02, 16/17-05, and 17/18-01,

History: Passed First Reading at FSEC April 22, 2021

**Whereas** UAH attains for a student retention and graduation rate of 75% or better, and

**Whereas** Financial obligations are a concern among students, and their families,

**Whereas** University administrators, faculty, and staff have an obligation to provide the best outcomes for students

**Whereas** The UAH Senate has previously passed Faculty Senate Resolutions 16/17-02, 16/17-05, and 17/18-01 focused towards financial support for students and departments,

**Whereas** either no or limited action has been taken on the previously passed Faculty Senate Resolutions, **Therefore,**

**Be it resolved** that the UAH Faculty Senate Restates its' support for Faculty Senate Resolutions 16/17-02, 16/17-05, and 17/18-01,

**Be it further resolved** that the UAH Administration update the Faculty Senate and the Faculty on their actions in response to Faculty Senate Resolutions 16/17-02, 16/17-05, and 17/18-01.

## Recommendations on Policy 01.03.07

### *Behavioral Evaluation and Threat Assessment (BETA) Guidelines*

The Faculty and Student Development (FSD) Committee of the UAH Faculty Senate was charged with providing a report on revisions to Policy 01.03.07 at the August 19, 2021 Faculty Senate Meeting. The FSD received emailed feedback from faculty and met on Thursday, September 2 to formalize our recommendations. Please find the list of recommended changes below.

➤ **List of Recommended Changes:**

1. Policy needs a single means to report concerning behavior through one telephone number and/or email address rather than 4 separate channels for staff, students, faculty, and visitors with multiple options for each (See Sections 1A., 1B., 1C).
  - a. Keep UAHPD (911) for emergencies, but a single BETA team phone number and email would streamline reporting. (Please see Auburn University attachment for an example.)
  - b. Visitors are missing from Section 1's reporting diagram.
2. Policy should include a first amendment section on "Freedom of Expression" which clarifies protected speech and speech which is cause for concern under this policy (please see UAB's attached policy for an example).
3. List of reportable behaviors needs to be consistent across the document (See sections VI. Definitions and VIII B.)
  - a. Further, in section VIII.B, "Any other action, word, or behavior that one may reasonably believe could lead to violence" or "Threatening statements, displays, photos..." seems like an emergency rather than non-emergency.
4. Due to the importance of an informed legal opinion, BETA Team Membership should formally include the Representative of the Office of Legal Counsel as "Additional ad-hoc members may be included" rather than in an advisory position (See section VII.1).
5. Rather than three sections for the "high," "moderate," and "low level of concern," an "emergency (high)" and "non-emergency (moderate and low)" would provide clarity for the community (See section VII).
  - a. A report of "low level of concern" may delay the appropriate BETA team response due to the reporter's personal perspective in interpreting "moderate" compared to "low level of concern."
6. University community training (Section X.A.) should provide a target timeline for "periodically incorporated into... training workshops" to ensure everyone is familiar with

the policy and feels encouraged to follow Section VII.B's charge to "See Something; Say Something."

7. Several changes need to be made for transparency' sake in section VII.A.3 "Conclusion."
  - a. "Reports regarding the disposition of the incident" should be strengthened to "Reports regarding the disposition of the incident must be conveyed to the affected reporting party when allowed by law",
  - b. "Involved parties may be informed when a situation is concluded" should be strengthened to "Involved parties, including the person of concern, will be informed when a situation is concluded."
8. The phrasing in the Purpose paragraph should be updated to reflect "low", "moderate," and "high levels of concern" rather than "high, moderate, and low risk."
9. The policy should provide clarity on what the BETA team's actions are at each of the levels of concern.
  - a. Specifically, moderate concern level includes serious situations, like "general, specific, or implicit threats," and "stalking behavior." When and how is UAHPD notified of these serious situations?
10. A name change could better reflect the transition from "risk" to "concern" in this version of the policy; Because "BETA Team" can have a negative connotation, the University of Tennessee Knoxville uses "CARE for Distressed Faculty, Staff, and Students." Being known as the "CARE Team" might encourage reporting where some campus members are reluctant to "call the police."

**THE UNIVERSITY OF ALABAMA IN HUNTSVILLE**  
**BEHAVIORAL EVALUATION AND THREAT ASSESSMENT (BETA) GUIDELINES**

<b>Number</b>	01.03.07
<b>Division</b>	Finance and Administration – Office of Risk Management and Compliance
<b>Date</b>	October 2020
<b>Purpose</b>	The University of Alabama in Huntsville (UAH) is committed to promoting a safe, respectful, and non-threatening campus environment. Intimidating, threatening, and/or potentially violent behaviors are disruptive to UAH's objective of a secure atmosphere for its students, faculty, staff, and visitors. The BETA Team's mission is to provide a proactive, coordinated, and planned approach to the identification, assessment, management, and, where possible, reduction and/or prevention of behavior that falls into the high risk, moderate risk, and low risk classifications.
<b>Policy</b>	<p>While it is impossible to eliminate all risk, the following Behavioral Evaluation and Threat Assessment (BETA) guidelines are designed to educate members of the UAH community (students, faculty, staff, and visitors) on how to report alarming/threatening behavior and/or potentially violent acts and how this information will generally be assessed and analyzed. UAH considers any situation in which an individual presents a violent risk to the campus community as serious in nature. UAH encourages all members of the campus community to maintain a reasonable concern for their own self-welfare as well as the welfare of others.</p> <p><b>Report emergency situations involving behavior that appears to pose a clear and immediate threat of violence or self-harm immediately to UAH Police by dialing 256- 824-6911 or 911.</b></p>

**I. REPORTING PROCEDURES**

For situations where there does not appear to be an immediate risk, reporting instructions are below:

**A. Reporting a Student**

Reports of concerning student behavior should be made to the Dean of Students by calling (256) 824-6700, the appropriate Academic Dean, the BETA Chair (256) 824-6335, or by submitting a Charger 360 Person of Concern report. If necessary, the Dean of Students will notify parents, the BETA team, UAH Police, and university resources such as Student Ethics & Education, University Counsel, and Counseling Services.

## B. Reporting a Faculty Member

Reports of concerning faculty members' behavior should be made to Office of Human Resources by calling 256-824-6545 and the appropriate Academic Dean, or by submitting a Charger 360 Person of Concern report.

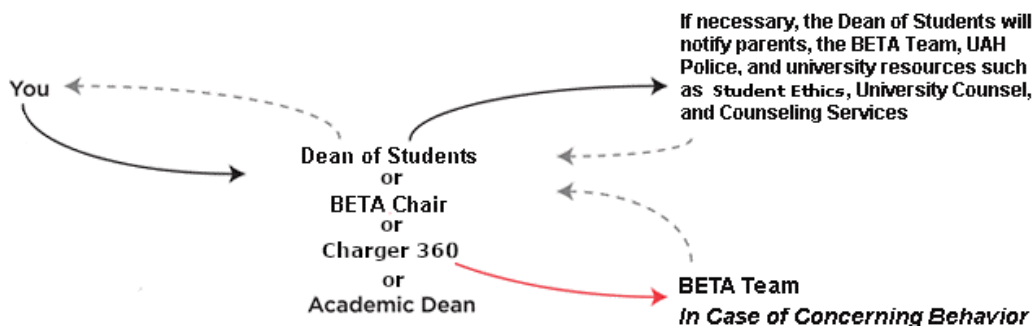
## C. Reporting a Staff Member

Reports of concerning staff members' behavior should be made to the Office of Human Resources by calling 256-824-6545, the employee's supervisor, or by submitting a Charger 360 Person of Concern report.

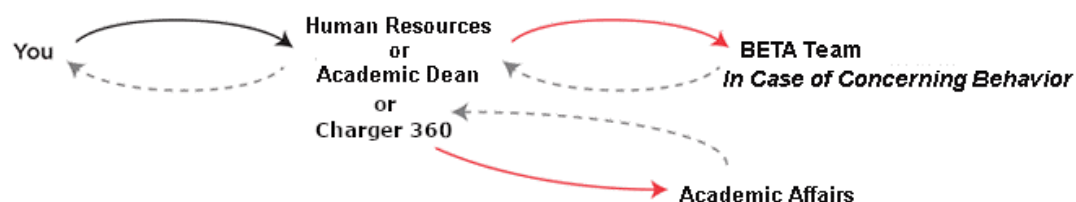
### REPORTING A STUDENT

Notify the Dean of Students by calling (256) 824-6700 and the appropriate Academic Dean

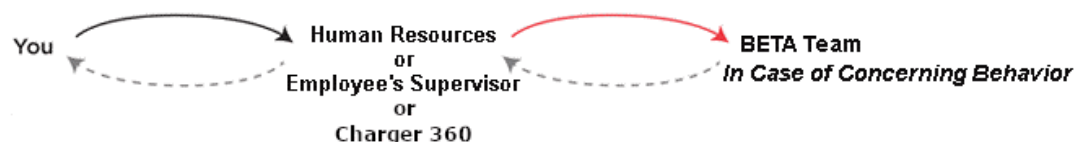
Notify the BETA Team Chair by calling (256) 824-6335



### REPORTING A FACULTY MEMBER



### REPORTING A STAFF MEMBER



## **II. MISSION AND OBJECTIVES**

The BETA Team's mission is to provide a proactive, coordinated, and planned approach to the identification, assessment, management, and, where possible, reduction and/or prevention of behavior that falls into the HIGH Level of Concern, MODERATE Level of Concern, or LOW Level of Concern classifications defined below. Key objectives for the team include:

- Providing a repository for information about behavioral concerns across different campus units so as to identify persons in distress as early as possible;
- Facilitating timely communication among different campus units about individual behavioral concerns;
- Investigating or gathering additional information about individuals of concern, including individuals outside of the University community;
- Assessing the information so that the University can devise an appropriate response;
- Recommending interventions, threat management plans, active monitoring plans, and other case management strategies that connect individuals of concern with needed resources;
- Recommending plans for reintegrating a subject once initial actions are complete and the threat eliminated;
- Assisting with the education of the campus community about the types of behavior or concerns that they should report to team members;
- Developing policy recommendations based on an evaluation of data on individual behavior dealt with by the team.

## **III. COVERAGE**

These guidelines shall apply to all UAH students, faculty, staff, and visitors. These guidelines also apply to activities and events that occur on UAH-owned and/or controlled property, buildings, premises, facilities, etc. and to activities and events, regardless of the location, sponsored by UAH or by any UAH-recognized organizations.

These guidelines are not intended to be a set of inflexible requirements, nor are they intended to limit the appropriate discretion of officials as warranted by the specific circumstances of a particular individual/incident. The BETA Team is a problem-solving resource and not a replacement for appropriate managerial action. These guidelines do not provide for adjudication of misconduct by, discipline of, or imposition of sanctions on UAH students, faculty, staff, or visitors. Such action may be taken against individuals whose behavior is addressed under these guidelines pursuant to UAH's student, faculty, or staff disciplinary policies and procedures as well as applicable federal, state, or local laws. These guidelines do not have the force and effect of law.

#### **IV. RELATED POLICIES AND RESOURCES**

- [UAH Campus Safety and Security Information](#)
- [UAH Faculty Handbook](#)
- [UAH Staff Handbook](#)
- [UAH Student Handbook](#)
- [UAH Student Housing Guide to Residence Living](#)
- [UAH Emergency Action Guidebook](#)
- [UAH Title IX Sex Discrimination, Sexual Harassment, and Sexual Violence Policy](#)

#### **V. CONTACTS**

The UAH BETA Team, in consultation with the Office of Dean of Students (for student concerns), the Office of Academic Affairs (for faculty concerns), Human Resources (for staff concerns), and/or the UAH Police Department (for visitors and behavior indicating a HIGH Level of Concern), shall implement these guidelines and shall revise or modify them as necessary to meet the changing needs of the UAH community. Please direct procedural questions to the Chair of the BETA Team.

- Academic Affairs Office: 256-824-6335
- Associate Provost / Chair of the BETA Team: 256-824-6335
- Campus Police Department (non-emergency): 256-824-6596
- Human Resources: 256-824-6545
- Office of Dean of Students: 256-824-6700

The following provides a list of UAH departments that may be helpful for questions:

- Police Department / Emergency: 256-824-6911
- Police Department / Non-emergency: 256-824-6596
- Counseling Services: 256-824-6203
- Student Health Center: 256-824-6775
- Faculty & Staff Clinic: 256-824-2100

The following community resources are available within the cities of Huntsville, Madison, within Madison County and North Alabama:

- Mental Health Center of Madison County: 256-533-1970
- Crisis Hotline (24 hours): 256-533-1970
- Crisis Services of North Alabama: 256-716-1000
- Children's Advocacy Center: 256-533-KIDS (5437)
- Downtown Rescue Mission: 256-536-2441



## VI. DEFINITIONS

**Threat:** An intention, whether expressed or implied, to inflict physical injury or damage on or take hostile action with respect to an individual (oneself or another), a group of individuals, or property, whether the person communicating the threat has the ability to carry out the threat, whether the threat is made on a present, future, or conditional basis, or whether the threat is made in person, through another person, in writing, over the phone, in the mail, electronically, or by any other means.

**Threat Management Plan:** An active, individualized case management plan based on information gathered in an investigation and on other facts known about the subject(s). It is intended to help de-escalate, contain, or, if possible control, a subject who has exhibited behavior(s) classified by the BETA Team as “HIGH Level of Concern” as defined below; to decrease the vulnerabilities of possible targets of such behaviors; to discourage escalation of the circumstances; and to prepare for and mitigate against precipitating events that may trigger such behaviors.

**Active Monitoring Plan:** An active, individualized case monitoring plan based on information gathered in an investigation and on other facts known about the subject(s). It is intended to facilitate the monitoring of a subject who has exhibited “MODERATE Level of Concern” behavior as defined below and to provide for periodic re-assessment of a subject’s behavior and corresponding potential threat level. Active monitoring may also be used as follow-on to a HIGH Level of Concern threat management plan once a threat has diminished to MODERATE Level of Concern to ensure that behavior is effectively managed.

**HIGH Level of Concern:** Behavior that appears to pose a clear and immediate threat of violence or self-harm, and requires immediate containment. It requires law enforcement, target protection, and development of a threat management plan. It includes, but is not limited to:

- Possession of unauthorized weapons (guns, knives, etc.) on campus;
- Possession of bombs or bomb-making materials;
- Physical assault or attempted assault, with or without weapons;
- Specific threats to inflict harm to self and/or a named individual (e.g., a threat to shoot a named individual);
- Physical, drug-related, or psychiatric disorders that may pose a potential harm to the physical or emotional well-being of the individual or others;
- Physical actions short of actual contact/injury, but which appear intended to provoke a physical response from the target individual(s) (e.g., moving closer aggressively, waving arms or fists, yelling in an aggressive or threatening manner).

**MODERATE Level of Concern:** Risk to UAH students, faculty, staff, and visitors appears to be moderate. Violent action is possible, but not probable. Threat is still not entirely realistic in nature. Analysis of threat suggests some thought/action on how to go forward by person of concern, i.e. a specific time and

location noted for actions. No clear indication of preparatory steps taken by person of concern. Person of concern may attempt to convey seriousness of situation. It includes, but is not limited to:

- General, specific, or implicit threats, whether or not made in a "joking" manner (e.g., "you better watch your back," "I'll get you," or "you'll be sorry"), including the use of any electronic means of communication;
- Stalking behavior;
- Vague statements regarding suicide or self-inflicted injury, violent thoughts, or violent intentions.

**LOW Level of Concern:** Behavior that, while it does not appear to pose a present threat of violence or self-harm or a significant risk of disruption, does provide the basis for a reasonable concern that a threat of violence or self-harm or significant risk of disruption may develop. Threat is vague and indirect in nature. Information within threat is inconsistent, implausible, or lacks detail. Threat is **not** realistic in nature/presentation. Available information suggests person of concern is unlikely to act violently. Examples include, but are not limited to:

- Writing stories, poems, or essays, or producing images that express or otherwise indicate a potentially dangerous fascination or preoccupation with violence to self or to others;
- Displaying a radical change in personal behavior, academic or workplace performance, appearance, or conduct.

**No Identified Risk:** Behavior that, subsequent to reporting and BETA Team investigation, does not appear to pose a threat of violence or self-harm at this time, nor is significant disruption to the community expected. The BETA Team will close such cases after proper documentation for future reference and trend analysis purposes.

**Behavioral Evaluation and Threat Assessment (BETA) Team:** a multi-disciplinary assessment team comprised of representatives from Academic Affairs, Dean of Students Office, Housing and Residence Life, College of Nursing, Human Resources, Counseling Services, University of Alabama in Huntsville Police Department (UAHPD), Office of Risk Management and Compliance, Office of Diversity Equity and Inclusion (Title IX), Faculty Senate, and Staff Senate. The BETA Team reviews reports of alarming/concerning behavior and provides early intervention and support to individuals who present behavioral concerns.

**Faculty or Staff:** Any full or part-time employee of UAH, including, but not limited to, exempt or non-exempt staff, faculty, adjunct faculty, graduate research assistants, graduate teaching assistants, student workers, contract employees, and post-doctoral researchers/teachers/fellows (who have an employment relationship with UAH).

**Student:** Any individual enrolled at UAH in any of the recognized admission categories (undergraduate, graduate, etc.). An individual's status as a student shall be deemed to encompass all activities carried out in connection with his/her application for admission to the University.

**Visitor:** Individuals who are not currently enrolled as students or employed with UAH (e.g., visitors, retirees, volunteers, former students, former employees, invitees, independent contractors, trespassers, etc.).

**Workplace/Educational Setting:** Any location, either permanent or temporary, where students, faculty, or staff perform any work-related duty or are involved in educational activities and/or University sanctioned events. This includes, but is not limited to, campus buildings and the surrounding perimeters, including the parking lots, field locations, student housing, and alternate work locations.

## **VII. ROLES AND RESPONSIBILITIES**

### **A. BETA Principles and Procedures**

#### **1. Membership**

The BETA Team consists of:

- Associate Provost (Chair, appointed by the Provost)
- Dean of Students
- Academic Dean (appointed by the Provost)
- Dean of the College of Nursing (or designee)
- Associate Vice President for Human Resources
- Director of Housing and Residence Life
- Title IX Coordinator (or designee)
- Director of Counseling Services
- Chief of Police
- Chief Risk and Compliance Officer (or designee)
- Faculty Senate Representative (nominated by the Faculty Senate for a three-year term)
- Staff Senate Representative (nominated by the Staff Senate for a three-year term)

A representative of the Office of Counsel will serve in an advisory capacity to the BETA Team. Additional ad hoc members may be included as required by the specific circumstances of a particular situation.

#### **2. General Principles**

The BETA Team will use a case-management based approach to respond to reports of students, faculty, and staff having difficulties and/or demonstrating concerning behaviors. The BETA Team should guide the process from internal assessment to recommending interventions with the

objective of reducing the risk. This includes the development of a recommended plan for reintegration of the subject once initial actions are complete and the threat is eliminated.

The BETA Team will utilize available resources and additional members as appropriate to assist it in gathering information about a student, faculty, staff, or other university community member exhibiting behavioral concerns. The BETA Team may consult with other appropriate staff and/or medical/mental health experts in carrying out its assessment function. It is recognized that multi-disciplinary consultation is a critical part of the threat assessment protocol.

### **3. Process:**

**Report of Concern:** The BETA Team may receive written or oral reports about behaviors of concern from any member of the campus community. An oral report, when needed depending on the situation, should be followed by a written report. Situations involving a **HIGH Level of Concern** should be immediately reported by the BETA Team to the UAH Police Department (UAHPD). Persons reporting a MODERATE Level of Concern to the BETA Team should also be advised to report such matters directly to UAHPD.

**Inquiry/Investigation:** Upon receiving a report, the BETA Team will focus on determining whether or not the individual of concern poses, based on past and/or present behavior, a threat of violence or risk of disruption. The BETA Team may gather information and facts from all available sources. It will be granted limited access, as appropriate, to a student's record, including his/her disciplinary record, and/or to a faculty or staff's employment record. It may contact individuals with information about reported incidents or actions involving the individual of concern, as well as others (students, faculty, staff, local authorities, parents and family members, acquaintances, and other individuals who may know the individual or have pertinent knowledge). These inquiries may be made by the BETA Team acting as a convened group, a smaller group of designated members, or a designated BETA Team individual.

**Assessment and Development of Plan:** Based on information gathered by the BETA Team, a risk assessment shall be made of the subject individual's reported behavior and that behavior will be classified as HIGH Level of Concern, MODERATE Level of Concern, LOW Level of Concern, or "no risk." The BETA Team shall then develop a plan as outlined in these guidelines and as appropriate for the risk classification that has been assigned. The BETA Team will complete a risk assessment and develop a plan regardless of the outcome of any criminal proceedings initiated by law enforcement authorities and/or any disciplinary proceedings initiated by the University.

**Referral/Recommendation:** The BETA Team may make referrals or recommendations, as follows:

- Recommend actions to the appropriate University personnel including the Vice President of the pertinent administrative unit in each case. Recommended actions may include disciplinary procedures provided for by the Faculty, Staff, and/or Student Handbooks.
- Recommend that the subject faculty or staff member or student be referred for professional counseling and/or professional psychological assessment.
- Make recommendation(s) for the filing of criminal charges.
- Make recommendations for other actions as deemed appropriate.
- In case of a referral, appropriate federal and state laws regarding privacy will be followed.

**Conclusion:** Once the BETA Team has determined that the individual of concern does not pose or no longer poses a threat of violence or risk of significant disruption, the matter will be considered closed for the purposes of these guidelines. Involved parties may be informed when a situation is concluded. Reports regarding the disposition of the incident will be conveyed to the affected reporting individual(s), whenever possible and allowed by law.

- If follow up of a student is required or appropriate, the student of concern will be monitored by the Student Affairs and Academic Affairs offices.
- If follow up of a faculty or staff member of concern is required or appropriate, the employee will be monitored by his/her supervisor, Employee Assistance Program (EAP) personnel, Academic Affairs (for faculty), and/or Human Resources (for staff/researchers).

**Action by Other Officials:** The closing of a matter by the BETA Team is completely independent of, and will have no effect upon:

- For any individual of concern, the initiation or continuation of a law enforcement investigation into the individual's conduct by campus or local law enforcement authorities and/or the institution of criminal proceedings against such individual.
- For a student of concern, referral for professional counseling, referral for professional psychological assessment, the initiation of student disciplinary proceedings, or other appropriate action by Student Affairs or by Academic Affairs officials.
- For a faculty or staff member of concern, referral for professional counseling, referral for professional psychological assessment, the imposition of disciplinary sanctions or the initiation of disciplinary proceedings, or other appropriate action by the faculty or staff member's supervisor or other authorized officials.

It is anticipated that conduct violating University policy or rules or federal, local or state law will be addressed by institutional or civil/criminal

proceedings initiated by those officials with the enforcement responsibility for such policy, rules, or law

#### **4. Meetings:**

The Chair of the BETA Team will call an emergency meeting as soon as is practicable upon receipt of a report of conduct that may fall into the HIGH Level of Concern classification. In such situations, BETA membership duties should supersede all other responsibilities. The BETA Team should ordinarily meet within 72 hours of receipt of an initial report regarding conduct that appears to fall into the MODERATE Level of Concern behavior classification, and it should meet within a reasonable time under all the circumstances with respect to conduct that appears to fall into the LOW Level of Concern behavior classification. As long as there are active cases being addressed under a Threat Management Plan or an Active Monitoring Plan, the BETA Team should meet regularly. A representative of the Office of Counsel shall attend all BETA Team meetings, emergency or otherwise, in an advisory capacity.

#### **5. Report:**

A report of BETA activities will be submitted to the President and Provost at the end of every semester. This report will be in summary form, including numbers and actions only. Names of reporting persons and persons of concern shall never be included in any reports outside of BETA.

### **B. University Community Responsibilities**

Each member of the UAH community has a role and responsibility in helping promote a safe and secure environment for the University.

All persons are strongly encouraged to be aware of their surroundings and to be alert for behavior that may present a threat of violence or risk of disruption. Students, faculty, and staff should be familiar with these guidelines and with the methods for reporting actual or potential threats to the UAH community.

**See Something, Say Something:** Members of the UAH community (students, faculty, and staff) are encouraged to immediately report any situation that involves concerning behavior by a student, faculty, staff, or campus visitor; behavior that is or may be threatening to the health and safety of the individual or of others; or behavior that is or may be disruptive to the University's educational, research, and administrative activities. Any member of the University community who becomes aware of such a situation should report the matter to the BETA Team and/or UAHPD as appropriate to the observed behavior (see Section I: A,B,C for information on how to report).

Students, faculty, and staff who in good faith make such reports shall not be subjected to retaliation or harassment by UAH or any of its officials.

The making of a false or misleading report under these guidelines, with knowledge of or reckless indifference as to the falsity of the matters reported, may be considered misconduct under applicable conduct policies and may result in disciplinary action under UAH's student, faculty, and/or staff disciplinary procedures.

### **C. Security Planning for Potentially At-Risk Faculty, Staff, and Students**

Some faculty or staff can be at risk for violence/hostility because of the nature of their jobs. Other students, faculty, and staff can be at risk because they are subject to violence, threats, or harassment from a current or former spouse or partner, or other third party. UAHPD, Human Resources, the Dean of Students Office, Counseling Services, and other offices will work with at-risk students, faculty, and staff to develop safety plans that address the specific risks they face.

- 1. Domestic/Partner Violence in the University Environment:** In an effort to promote a safer work environment, faculty and staff who are victims of domestic violence or who believe they may be the target or victim of such violence, should promptly notify their supervisor, an appropriate administrator, Human Resources, the BETA Team, or UAHPD. Faculty and staff may have additional services available through the Employee Assistance Program (EAP) and should contact the Human Resources Benefits Coordinator at 256-824-6545 for a listing of available EAP resources.

Likewise, to promote a safer educational setting, students who are victims of domestic violence or who believe they may be the target of such violence, are encouraged to promptly notify the Office of Diversity, Equity and Inclusion, the Dean of Students, the BETA Team, or UAHPD. Confidential advocacy services are available to students through Counseling Services.

Students, faculty, and staff who have Protective Orders should provide copies to UAHPD so that this office can:

- Ensure appropriate law enforcement actions occur; and
- Assist in maintaining the safety of potential victims.

Examples of Protective Orders may include:

- Any order issued by a court that is intended to prevent one party from approaching another, often within a specified distance; or
- Any order issued by a court that is meant to protect a person from harm or harassment.

- 2. Pre-Employment Screening and Criminal Conviction Background Checks:** Human Resources administers the University's policies on pre-employment screening and background reference checks. Accordingly,

Human Resources will advise hiring managers when potential problems are identified during this process.

## **VIII. REPORTING THREATS AND VIOLENCE**

### **A. Emergency Situations – HIGH Level of Concern Behavior**

A situation possibly involving HIGH Level of Concern behavior should be considered an emergency and should be immediately reported to UAHPD. UAHPD may be reached as follows:

- 6911 from a campus phone;
- 256-824-6911 from a cellular or off-campus phone;
- 911 from any phone (off-campus calls go to Madison County 9-1-1 Center).

Examples of HIGH Level of Concern, emergency situations include, but are not limited to the following:

- Possession of unauthorized weapons (guns, knives, etc.) on campus;
- Possession of bombs or bomb-making materials;
- Physical assault or attempted assault, with or without weapons;
- Specific threats to inflict harm to self and/or a named individual (e.g., a threat to shoot a named individual).

### **B. Non-Emergency Situations – MODERATE Level of Concern and LOW Level of Concern Behavior:**

Any situation involving a threat of violence or a risk of disruption that lacks immediacy and is clearly not within the “HIGH Level of Concern” classification should be reported pursuant to this section.

UAH's Charger 360 (<https://www.uah.edu/Charger360>) provides a centralized way for UAH community members to report concerns and incidents or address observed difficulties that may impede a person's success at UAH. Reporting a person of concern, where there does not appear to be an immediate risk, may be done as follows:

- Online through the Charger 360 tool:  
[https://cm.maxient.com/reportingform.php?UnivofAlabamaHuntsville&layout\\_id=6](https://cm.maxient.com/reportingform.php?UnivofAlabamaHuntsville&layout_id=6). (Reports may be submitted anonymously);
- Reports of concerning student behavior should be made to the Dean of Students by calling (256) 824-6700;
- Reports of concerning faculty member behavior should be made to Human Resources or the appropriate academic dean;
- Reports of concerning staff behavior should be made to the Human Resources office at (256) 824-2286, or to the employee's supervisor.



Examples of conduct that may, depending on the circumstances, be considered appropriate for reporting as “non-emergency situations” include the following:

- A radical change in a person’s behavior, academic or workplace performance, appearance, or conduct;
- Aggressive or irrational behavior through words and/or actions;
- Severe depression, unhappiness, or irregular emotional behavior;
- Inability to control anger, confrontational or disturbing words or actions;
- Unusual overreaction to normal circumstances;
- A threat that lacks immediacy;
- Intentional damage to property;
- Unusual nervousness, tension, or anxiety;
- Expression of suicidal thoughts, feelings, or acts;
- Any other action, word, or behavior that one may reasonably believe could lead to violence;
- Threatening statements, displays, photos, or other publications in electronic format or communication;
- Other examples as found in risk definitions above (see Section IV).

## **IX. CONFIDENTIALITY**

Members of the BETA Team will make every reasonable effort to maintain the confidentiality of information disclosed to it in the course of its activities. The BETA Team will take reasonable steps to maintain the privacy of those who make a referral, if requested. If the circumstances do not allow privacy to be maintained, this will be discussed with the person making the referral. Information will be released on a need-to-know basis within the campus community and in accordance with local, state, and federal laws and UAH policies. UAH administrators will be sensitive and responsive to the potential for reprisal directed at faculty, staff, or students who report behavior within the scope of these guidelines. All records will be appropriately maintained or disposed of, depending on investigation outcomes. Responsibility for BETA records resides with the UAH Office of Counsel, which will maintain the records for a period of seven (7) years.

## **X. EDUCATION AND TRAINING**

### **A. University Community Training**

For this program to be effective, it is important for the UAH community to be aware of these guidelines and the BETA Team, the kinds of behaviors encompassed within these guidelines, the importance of reporting such behaviors, and how to contact members of the BETA Team with concerns or comments.

Information regarding the BETA Team, its purpose, and this Policy will be periodically incorporated into faculty and staff training workshops, new faculty, staff, and student orientation sessions, and regularly scheduled safety programs presented by UAHPD, Office of Risk Management and Compliance, Human Resources, and other campus health and safety organizations as appropriate. In addition, the BETA Team will provide an overview of the program, listing of Team members, and reporting guidance and instructions by way of the UAH web site and other modes of communication it deems appropriate.

Training for students, faculty, and staff should consist of, but is not limited to, the following:

- Informational Opportunities: Presentations, brochure distribution, emails to all students, faculty, and staff, student orientation sessions, employee orientation sessions, and web page development addressing the following:
  - What is the BETA Team and what is its mission;
  - What characteristics to look for in persons of concern; and
  - How to submit a report to the BETA Team.
- Educational opportunities: Unit/departmental safety meetings, campus safety and security presentations, and student/organization safety presentations.
- Training Opportunities: In-depth training to assist members of the campus community in developing a skill set for assessing behavior that presents a threat of violence or a risk of disruption.

Department heads are encouraged to schedule training for supervisors and managers and to provide similar training for other staff as appropriate.

## **B. BETA Team Training and Education**

It is expected that the BETA Team members identified above (Section II.A) will participate in threat assessment training and professional development opportunities, and will be familiar with laws, regulations, and UAH policies applicable to the scope of the BETA Team's mission.

## **C. A Note on the Family Educational Rights and Privacy Act (FERPA)**

FERPA protects student education records and information in them from disclosure, subject to certain recognized exceptions. One such exception allows a UAH official to make disclosure when an emergency exists and disclosure is necessary to protect the health or safety of the student or other individuals. The determination of whether or not "necessity" exists requires a consideration of the seriousness of the health or safety threat, the urgency of the matter, the need for the information, and the ability of the recipient of the information to deal with the emergency. The Chief of Police, the Dean of

Students, or the Office of Counsel may provide assistance in making this determination.

In addition, it is important to understand that a faculty or staff member's observations of a student's behavior are not within the scope of FERPA. For example, if a faculty or staff member sees a student exhibiting threatening behavior, the faculty or staff member may contact an appropriate University official for guidance on how to respond. In such a situation, an appropriate official might include members of the BETA Team, UAHPD, Counseling Services, the Dean of Students, a dean, a department chair, etc.

Disclosure of confidential student information to parents should only be made when consistent with FERPA and then only through the Dean of Students Office. The release of information about University students to the media should only be made by the University's Office of Marketing and Communications.

## **Review**

The Office of Risk Management and Compliance, in consultation with the BETA Team, is responsible for reviewing and updating these guidelines every five (5) years, or more frequently if organizational or situational changes warrant.

These guidelines and all subsequent revisions shall be included as an annex to the University's Emergency Management Plan.

## **Faculty Senate Bill 459: Handbook Chapter 4 Ombudsperson**

History: Passed First Reading at FSEC Mar. 4, 2021

At Faculty Senate for Second Reading on Mar. 11, 2021; Amended at Second Reading and Ad Hoc Subcommittee directed to write bylaw revision language for consideration for inclusion by Senate.

Ad Hoc Subcommittee wrote revision languages which was circulated at FSEC on April 1 and then was brought to Senate floor on April 8, 2021.

Passed Second Reading on April 8, 2021. Third Reading must be after 30 days have elapsed due to Second Reading changing of initial language.

**WHEREAS**, the UAH Faculty Senate approved Chapter 4 of the Faculty Handbook in January 21, 2021, without a section on the election and duties of the Ombudsperson, and

**WHEREAS**, a Senate sub-committee has revised the language of section 4.11. Ombudsperson

**NOW THEREFORE BE IT RESOLVED:**

That the text that follows be considered approved by the UAH Faculty Senate as the new section 4.11. of Chapter 4 of the UAH Faculty Handbook, and

**BE IT FURTHER RESOLVED:**

That upon final Senate approval and notice from the Administration of its concurring approval of this resolution, that the text that follows be adopted as the new Section 4.11. of Chapter 4 of the UAH Faculty Handbook, and

**BE IT ALSO RESOLVED:** That if this bill is accepted, the Faculty Senate commits to revise in a timely manner the portions of its bylaws about the Ombuds in a manner consistent with the 4.11 outline below.

**BE IT ALSO RESOLVED:**

That the Senate officers shall update the Faculty Senate web page with the revised Section 4.11. of Chapter 4 that follows, provided both final Senate approval and Administration notice of concurring approval of this resolution have been received.

### **4.11 Ombudsperson**

The faculty ombudsperson is a faculty member at the rank of Associate Professor or higher. The

Provost appoints an ombudsperson selected from two nominees favorably recommended for

appointment by the Faculty Senate. Said nominees will be determined as follows. First, any interested party shall submit an application to the Faculty Senate Executive Committee, who shall vote to prepare a slate of candidates, each of whom has the majority support from the FSEC. Preference will be given to candidates who have served at least one term in the Faculty Senate. Second, that slate will be voted on by the eligible faculty, in the same season as the Senate officer elections. The two candidates with the highest number of votes are the two nominees. The ombudsperson's appointment, typically a one-third time appointment during the academic year, will include one three-credit-hour course release per semester and a summer stipend of \$ 10,000, as of 2021, and increasing with the average raise pool. The length of term is two academic years. The current ombudsperson may reapply to FSEC. As the university grows in size, and the requirements of the position grow proportionally, both the course release and stipend will be adjusted to reflect the increased work load. The faculty ombudsperson follows the International Ombudsman Association Standards of Practice and must undergo the training provided by the International Ombudsman Association.

And BE IT RESOLVED:

That the text below labelled III.B and III.C be considered approved by the UAH Faculty Senate as replacement for Section III, Subsections B and C of the Faculty Senate by-laws.

BE IT FURTHER RESOLVED:

That upon final Senate approval and notice from the System that this resolution is not inconsistent with Board requirements, that the text below labelled III.B and III.C be adopted as the new Section III, Subsections B and C of the Faculty Senate by-laws.

BE IT ALSO RESOLVED:

That the Senate officers shall update the Faculty Senate web page's Senate By-laws entry with the revised text below labelled III.B and III.C, provided both final Senate approval and notice from the System that this resolution is not inconsistent with Board requirements have been received.

### III. Officers and Staff of the Faculty Senate

B. Term: Term of office for the president and the president-elect ~~and the ombudsperson~~ will be one year beginning on the first day of the Fall semester of each year. The president-elect will assume the office of Senate president at the end of the president's term of office. The ombudsperson will serve for two years beginning on the first day of a Fall semester.

C. Election of Officers: In the spring of each year, the Senate Governance Committee will ~~nominate~~ coordinate the nomination process from the Senate membership (new and old) for candidate(s) for president-elect, and it will coordinate nominations for the ombudsperson ~~will be put forward every other year~~. The names of these candidates will go to all tenured, tenure earning, research and clinical faculty of the university for election. This election will be conducted by the Senate Governance Committee before the end of the spring semester. As the president and president-elect serves the entire faculty, the department/unit from which the president/president-elect is selected will elect another senator to represent the department/unit during the officer's term of office.

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## Administrative Brief for Faculty Senate

9/9/2021

### Facilities Report

Please find below a brief narrative of the progress of UAH's priority projects in **Construction** as follows:

- **2021 Campus Pavement & Drives Refurbishment** – This summer, North Alabama Paving completed roughly 85% of the various asphalt and concrete pavement repairs scheduled for 2021. This work included repairs of concrete curb and gutter, replacement of asphalt paving, and associated traffic striping. We have identified some additional areas of concern that we would like to address at multiple locations on campus; however, all additional work should be complete by October 2021.
- **2021 Roof Replacements Projects** – All four roofing projects slated for 2021 have formally bid and been awarded. Unfortunately, due to roofing material delays, the construction schedules have staggered. The Optics Building roof replacement started in July and is scheduled for completion in early September. The Cramer Research Hall and Olin B. King Technology Hall roof replacements are scheduled to start this month with a construction duration of 60 days. The Johnson Research Center roof replacement should begin in late September and is scheduled for completion in December 2021.
- **Altenkirch Lawn “Greenway” Phase III** - Located north of Holmes Avenue, the project site begins where previously completed Phases 1 & 2 ended on the north side of the Library parking lot, split and continue north on the east and west sides of the Library, then joining together and ending at Ben Graves Drive. Construction began last month, near Central Campus Residence Hall and CTC with the Contractor anticipating to move clockwise along the north and east side of the Library. Substantial Completion is scheduled for December 2021.
- **BAB Cyber Security Lab** – The project received Substantial Completion on August 4, 2021. Pending completion of punch list items, we anticipate closing out this project within the next 30 days. The project is operational for the start of the Fall Semester on August 18, 2021 with a ribbon cutting scheduled for August 20, 2021.
- **Shelby Center Exterior Renovations (Phase 1)** – The project includes additional mitigation efforts to capture and redirect subsurface water around the building foundations. Exterior renovations will include regrading around the building perimeter to redirect surface run-off water, repair existing building waterproofing, rework existing storm water drains, upgrade landscaping, and replace and upgrade exterior perimeter lighting. Construction began in April and is scheduled for completion in October 2021.

- **Shelby Center Interior Renovations (Phase 2)** – The project includes the repairs to the lower level caused by the flooding and water remediation efforts in February 2019. The renovations will include door replacements, drywall repair, new lighting, ceilings, flooring, and paint finish throughout the space. Competitive Bids were received last month with the project being formally awarded to Pearce Construction Company. Currently, the construction contract is being prepared with an anticipated notice to proceed date for September 2021. Construction is scheduled for completion in April 2022, with occupancy slated for May 2022.

Please find below a brief description of the status of priority projects in **Planning, Design & Bidding**:

- **Altenkirch Lawn “Greenway” Phase IV** - This phase of the four-phase Altenkirch Lawn Project will connect the Phase III Project currently under construction to the new quad between Morton Hall and Frank Franz Hall. A Stage III Submittal has been submitted to the UAS Board of Trustees for approval in the September Board Meeting. Construction is scheduled to begin in March 2022 with Substantial Completion scheduled for September 2021.
- **Bevill Center Academic & Administration Renovations** – This project is currently in the Programming and Planning Phase and includes the modification and renovation of 44,670 square feet of vacant space on the first and second floors of the Bevill Center to provide new classroom space for the College of Engineering, new office space for Administrative Offices currently located in Shelby King Hall, and finish upgrades to the main building lobby. A Stage I Submittal and Stage II Waiver have been submitted to the UAS Board of Trustees for approval in the September Board Meeting.
- **Campus Lake Dredging and Repairs** – Currently in the Design Phase, the proposed work includes dredging the North Lake and making repairs to damages in the perimeter walls. Proposed work also includes repairing fountain aerators, cleaning exposed concrete surfaces, and clearing undergrowth along the Holmes Avenue overpass. UAH Facilities & Operations (F&O) is working with design professionals and specialty contractors to finalize the project scope of work with anticipated costs. Bidding is scheduled for late this fall with construction anticipated to start at the beginning of 2022.

- **CTC Counseling Services Center Renovations** – Currently in the Design Phase, this project consists of renovations of roughly 6,300 square feet of vacated space at the Conference Training Center to accommodate the Counseling Services Center that will be displaced with the demolition of Executive Plaza. This project is scheduled to bid in October, with construction beginning in January 2022. The intent is for the Counseling Services Center to be operational at CTC for the start of the 2022 Fall Semester. We plan to relocate the Counseling Services Center from Executive Plaza to some existing "as is" space in the Conference Training Center over the holiday break. This unrenovated space is a short term 2022 solution while Counseling Services works remotely and we renovate the Counseling Services Center's long term location in another part of CTC which the report highlights.
- **Executive Plaza Buildings & Site Demolition** – Currently in the Design Phase, demolition efforts are slated to begin in January 2022. The City of Huntsville Public Works Department will demolish all existing buildings and foundations, remove existing asphalt pavement, and conduct selective tree removal. The demolition effort is anticipated to be complete by the end of March 2022. UAH Facilities & Operations (F&O) is actively working with the UA System Office to consider all opportunities for future use and development of the 58-acre property.
- **Spragins Hall Interior Renovations** – Currently in the Design Phase, this project includes much-needed renovations of roughly 9,400 square feet to the main lobby, first floor corridors, concessional areas, VIP Club; and upgrading existing first floor restrooms. Proposed work also includes new exterior building signage, renovations to the Women's Basketball Locker Room and the development of an Athletics Hall of Fame display. UAH Facilities & Operations (F&O) is working with design professionals to finalize the project scope of work with an estimate of probable cost. Construction is tentatively scheduled to begin in January 2022 and continue through August 2022.
- **Spragins Hall Grounds & Landscape Improvements** – Currently in the Programming and Planning Phase, the proposed work includes modifying and repairing existing site pavement, replacing landscaping and upgrading site lighting around the building. Proposed work also includes improvements to the VIP Parking Lot with new accessible parking, removing the stone retaining wall north of the building, improvements to Parking Lot G15 with storm water drainage upgrades along Ben Graves Drive, and an outdoor training area located adjacent to the indoor weight room. UAH Facilities & Operations (F&O) is working with design professionals to finalize the project scope of work with anticipated costs. Bidding is scheduled for late this fall with construction anticipated to start in January 2022.

- **Wernher von Braun Research Hall Special Project** – Approved by the UAS Board of Trustees during the June Board Meeting, this project is currently in the Programming and Planning Phase and includes locating a 2,565 square foot pre-manufactured sensitive compartmented information facility adjacent to Annex B at the Wernher von Braun Research Hall. In preparation for installation of the pre-manufactured facility, the project also includes selective demolition on the proposed site to clean-up existing conditions and remove vacated structures. Construction is tentatively scheduled to begin in spring 2022 and complete in fall 2022.

#### **Miscellaneous Items**

- **Update - Vaccination Plan** – We will continue our in-house vaccination program and our coordination with the ADPH.