

FACULTY SENATE

MEETING #587 AGENDA

SST 105

THURSDAY, March 15, 2018

12:50 PM to 2:20 PM

Call to Order

1. Approve Faculty Senate Meeting #586 Minutes from February 15, 2018

2. Accept FSEC Report from March 8, 2018

3. Guest Speaker: The Honorable Tommy Battle: Mayor of the City of Huntsville

4. Administrative Reports

5. Officer and Committee Reports

- **Bill 416 – Second Reading**
- **Bill 419 – Second Reading**
- **Bill 420 – Second Reading**
- **Bill 422 – Second Reading, came from Staff Senate**
- **Bill 423 – Second Reading**

6. Miscellaneous/Additional business

Adjourn

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

PLEASE SEND PROXIES TO LAUREN BAKER: facsen@uah.edu

Bill	Topic	Resolution	Submitted
393	SIE scores	17/18-09	1/11/2018
402	Internal Limited Prop. Submiss	17/18-06	11/16/2017
408	Faculty Career Advancement	17/18-08	11/16/2017
410	Retention Summer Course Work	17/18-01	9/14/2017
411	Appendix G (Patent Policy)	17/18-02	.9/22/2017
412	Appendix H (Copyright)	17/18-03	.9/22/2017
413	Signature Authority	17/18-04	9/22/2017
414	Aurhority of Handbook	17/18-05	9/22/2017
415	Re-establish Budget Committee	17/18-07	11/16/2017
416	Sexual Assault Evidentary Std		
417	Indirect Cost Recovery	17/18-10	2/16/2018
418	Teaching by Tenured Fac		
419	Heavy Teaching Load		
420	Vacant Faculty Positions		
421	Chapter 5		1/18/2018
422	Staff Clinic		
423	OIT Policy Redress		

Status/Rsponse
Approved
Patent and Distribution Separated
Patent Policy = Board Rule 509
Denied
Denied
Approved starting AY 2018/19
passed 1st reading
Personnel Development Cmte
passed 1st reading
passed 1st reading
passed 1st reading
passed 1st reading

FACULTY SENATE EXECUTIVE MEETING

**March 8, 2018
12:50 P.M. CTC 104**

Present: Carmen Scholz, Mike Banish, Christina Carmen, Laird Burns, Monica Dillihunt, David Johnson, Anne Marie Choup, Vladimir Florinski, Kader Frendi

Absent: Tim Newman

Ex-Officio: Provost Christine Curtis

Guest: President Bob Altenkirch

- Faculty Senate President Carmen Scholz called the meeting to order at 12:50 pm.
- **Meeting Review:**
 - **Bill 416 passes first reading.**
- **Administrative Reports:**
 - **President Bob Altenkirch**
 - This is a US News ranking correlating with graduation rates. We are moving toward the bottom of the ranking. Over time the blue dots have shifted up. There are other institutions that are finding their way into the designated national university. The ones that are migrating in are not necessarily good institutions but have high graduation rates. This is the breakdown of what goes into the ranking. Graduation rate has the highest percentage. I looked at other correlations with the other data, they aren't very good. I pulled out Montclair State. The whole time I was there, the President was trying to get them to a top institution. It isn't a very good university. If you look at their ACT scores, they are much lower, but their graduation rate is higher. If you look at a 65% graduation rate, you get near 150. My point is if we are not careful, we will migrate out of the ranked universities. My sense is if we don't increase the graduation rate, this will be problematic.
 - Kader – This is 4 year rate?
 - Mike – 6 year.
 - Most institutions of our character are 65%.
 - Mike – I disagree with you and some of your analysis. One of the numbers I look at is the alumni giving rate. The graduation rate is very important too. I look at other institutions in Alabama. We have fallen to 3%. We have asked you to do some implantation to improve that and nothing has been done.
 - President – That isn't true.
 - Mike – I still go to the website and that hasn't changed. We asked for programs to be set up within the departments, nothing has happened. UAB was at 12%. It is easy for us to get there. This is a number to multiply by two or three. Our students say they are tuned to the departments, not the

university. Absolutely nothing has been done on this and it has been over a year now. As far as graduation rate, at this institution, if you pick the top five or six, has anyone pulled them together and see what they do? That hasn't been done. There are departments on this campus that have an 80% graduation rate. Nobody has ever asked what the secret is. We aren't working to solve our problems.

- President – You are all part of the solution.
- Mike – We gave you a bill for the alumni giving rate, and nothing was ever done. Yes, this will fall and it is a serious problem. There are simple steps to at least start to act like you want to fix this.
- President – You are all part of the solution and need to look inward.
- Mike – I am one of the departments with 80%. I have a 95% success rate. I am arguing with people to get reimbursed. When it takes Angela three months to get me reimbursed, there is a serious problem.
- Provost – Be careful where you place the blame. It isn't the Provost Office.
- Mike – This isn't going to make us successful. On the VP for Finance search committee, all I heard is we want to stop stove piping. It has only gotten worse.
- Anne Marie – What is stove piping?
- Mike – Only one organization, one task, and can't get the job done.
- Carmen - This is an issue that we have been plagued with since I have been here. We have voiced the concerns and written about. Something needs to happen from the top down when it comes from student reimbursement. When I am told we don't reimburse students for lunch, only Deans and Administrators are allowed to entertain. This can't happen.
- Christine has been working on this.
 - Provost – We have invited faculty to sessions on what to do as far as retention. We have had a number of good sessions. We are trying to figure out key things.
 - Mike – Here is a suggestion. You pick the top five or ten put us all in the room together. Ask us what the commonality is.
 - Provost – I will be glad to that.
 - Kader – My concern here is the engineers we put out. We can graduate 100% if we pass everyone. Then am I doing service to society, Research Park? I just returned a midterm that was the easiest ever to me, the average is mediocre. What am I going to do now?
 - President – Look at the ACT scores, we are at the top. Why is it?
 - Mike – One of the problems we had was transfers suck up a lot of energy. They come in behind. They aren't included in the ACT rate.
 - Monica – We are actually looking to apply for a NSF grant. We talked yesterday, and looked at student data with high GPA's and ACT scores. When we looked at the experience coming from the high school, it was different. Eight students were not prepared. This isn't fault of the student; they are missing fundamental basic classes to be successful in some of the basic ENG courses. This grant would create a course to eliminate the deficit. They have a high GPA because of the courses they are taking. Some of our students never took a chemistry class.

- Carmen – How can they have a high ACT if they come from those schools?
 - Monica – ACT doesn't go into the deep levels of a chemistry course.
 - Mike – The prep class is now all about analyzing data, not taking verbiage.
 - President – Don't think we are the only place. Our sample sizes are big. We have the same statistics coming in as other universities.
 - Monica – Those universities have courses to eliminate those deficits. We are behind on that.
 - Kader - I asked some students why they are struggling and they say they are working.
 - President – That happens at other institutions too. With a large sample size, we have the same characteristics that we compare to and they are 15% higher.
 - Mike – I disagree. We have a significant source of pell grant students. What are other universities doing?
 - President – Montclair State is creeping into the ranking and pushing us out. We can't fix that. There are other institutions that are higher in graduation rate.
 - Carmen – Is the main reason students walk away is money?
 - Provost – That is what we are trying to find out. The QEP survey indicated financial was the issue. The question always was is it really or not? Often it is used as an excuse. At this point, we are trying to find out why we are different. We all have 80-90% retention rate. UAB is higher than we are. They lose students at a different rate than we do. We keep losing them, and they level out. The working may be a necessity or a choice. We don't provide enough online to make it easy for them to work.
 - Mike – I had one transfer student come and say he has to figure out how to split his senior year due to having a third child. Another student came and said they dropping because they lost their babysitter.
 - Christina – I think the glaring difference is we are in Huntsville. There are more entry level jobs available to them and they get the experience. This then puts graduation on the back burner.
 - Kader – Our students get jobs and I have a hard time keeping them focused.
 - Mike – You being on the Chamber of Commerce, it needs to be said that you have to allow them to graduate.
 - Christina – We are a high tech community surrounded by a low income community. I do have students that have life issues and that is okay too. That is the catch, there are positives and negatives.
 - Carmen – My feeling is the community with engineers and scientists, their children aren't coming to school here. These kids aren't coming here. How can we attract those students?
- The board asked us to put together some enrollment data. The first is total in state enrollment in Alabama. The next panel down is in state at particular institutions. Auburn has been capturing more in state than Alabama and the trustees don't like that. We then focus on freshman, Auburn is capturing more than Alabama. The third page talks about graduation. UAB is getting close to UA. The next question was where the girl from New Jersey's statistics when she entered? Her ACT score was 18. How did she get into UA? The point of that is the board wants to review

admission standards every year. I think what they are trying to get to is reversal of the trend of out of state with in state. Our admission standards haven't changed in quite a while. We are running an analysis with high school GPA and ACT; the end of freshman year is 2.0. The standards we are using for admission is a little higher than that combination. This will be a topic of discussion going forward.

- Mike – I think we need more in state students. We still need to serve this 12 county area. It is shifting to Huntsville.
- Carmen – With this in state decline, has anyone looked at the reason? The number of high school students graduating has went down or stayed the same. From the numbers I had from ACHE, I was speechless to how many enter 9th grade and only a third make it to 12th grade. How can they not be motivated to finish high school?
- Laird – I think Alabama will go after anyone's students ours included.
- Commencement speaker is a NASA administrator, Robert Lightfoot.
- North China University – We have withdrawn that proposal after discussion with the board and Chancellor. In large part, due to security concerns.
- One other thing for the board, they are forming a Research and Technology Corporation. This would assist in the management of intellectual property.
- **Provost Christine Curtis**
 - Morton and Roberts Hall are proceeding and there will be a presentation at the board meeting. Roberts Hall won't start until 2019/2020, available fall of 2020. There are spaces for everyone in this building. This room will stay with the senate.
 - Tenure and Promotion – I signed two letters today. The letters will go out by March 15th.
 - Board agenda items – The Joint Nursing PhD will be on the agenda. We do not see any issues, the board likes having joint programs.
 - The ACHE agenda for tomorrow is Sports and Fitness Management, MAT in elementary education, and the ABA Masters degree in education.
 - Honor's Day is coming up in April. We will be starting with the Honors College early in the morning. The colleges will have their honors programs throughout the day.
 - Faculty Awards is April 13th. It will start at 3:00 with a reception then the ceremony at 3:30. I ask you to come and encourage your colleagues. There will be five staff awards
 - The hiring of faculty is going well. We hired three in business. We are interviewing three Clinical Professors positions. There is an open Associate Dean position open, but we don't have any candidates.
 - Kader – I am happy to hear about nursing moving forward. Do you think downstream there will be any PhD in Psychology?
 - Provost – I think so. Psychology seems to be a good candidate. There are others that are good candidates.
 - I received from Russ Ward the draft IT policies this morning. He has done what I asked for him to do and they go back and look at UA and UAB. Some cases they don't have policies and some they have three for our one. I imagine at some point it would get to the system office and there be more conformances. We were told to take what was given to us and work with it. We did that. We took the comments and tried to apply that. I would like to have worked with you.
 - Kader – Will we have the 60 day review time?

- Provost – Yes, once I review them. I think Malcolm and Russ did their best to address their concerns and make changes.

➤ **Officer/Committee Reports**

- Carmen Scholz, President
 - I don't really have a report. I have a list of bills that we looked at this past year. If anyone has additional knowledge, please let me know. I have sent you that very graphic policy.
- Mike Banish, Past/President-Elect
 - Personal note, my family is going up to the March for Our Lives. If anyone else is, we can all meet up.
 - When we met with the Chancellor and the Chief Compliance Officer, we brought up that there is never a legal person besides friends on the outside to look over these policies. I asked could he assign a lawyer out of the system office. He agreed to that. The Child Protection Policy was discussed with the Chancellor. Nobody is saying that we don't need such a policy; we just don't want to shut down the campus outreach.
- Kader Frendi, Ombudsperson
 - No report.
- Christina Carmen, Governance and Operations Committee Chair
 - This is my first year as Chair. I think it's time to ask the Chairs to nominate for senators. I went to look at the website for duties, it wasn't there. I got with Monica and will start to do that. I may assign certain committee members certain departments.
 - Mike – You will need a President-Elect and Ombudsperson.
 - Kader – They have to be current or incoming senators.
- Anne Marie Choup, Undergraduate Curriculum Committee Chair
 - We had our February meeting. We looked at dozens of proposals. A few we sent back with questions.
- Laird Burns, Finance and Resource Committee Chair
 - Carmen - I want to congratulate Laird on a very smooth RCEU organization. I think it is developing fantastically. If you manage to get the kids paid in a reasonable time frame that will be great.
 - Laird - We changed some things and found some other problems. The good news, of 33 funded today, we are learning a lot. We just did the announcement for distinguished speakers.
- Monica Dillihunt, Undergraduate Scholastic Affairs Committee Chair
 - No report.
- David Johnson, Faculty and Student Development Committee Chair
 - No report.
- Vladimir Florinski, Personnel Committee Chair
 - We had bill 416 for review. I will pass the comments on to you.

➤ **Bill 416**

- Carmen – Motion to introduce. Mike moves to bring the floor. Monica seconds.
 - Mike – I move that it passes first reading.
 - Laird – When we were talking with the Chancellor, we voiced strong support for the policies.
 - Mike – This one is different. This isn't the abuse. It's really the resolved at the end.
 - Carmen – This is our policy. All in favor of passing first reading. Ayes carry.

- Sexual Misconduct Policy
 - Mike – One observation of this policy is the graphic language. I think there are a lot of things that need to be moved to appendices. I actually have a theory all the graphic language is put up front to get people to stop reading the policy. I have questions back to the administration. If I was accused of sexual misconduct, put in jail, and the charges were eventually dismissed. What would happen to that individual according to that policy and how would that be different than the past?
 - Provost - I am lost.
 - Mike – There was a faculty member accused last semester. They were dismissed with prejudice. How would the policy be applied with the arrest with dismissal or dismissal with prejudice? That is not clear at all in this policy.
 - Kader – This was a very graphic policy. I was wondering why that all has to be put in there?
 - Anne Marie – What are you referring to?
 - Kader – I couldn't finish reading the policy.
 - Laird – In the legal realm, there are things prohibited, but some are not. There are a lot of things that are unacceptable, not just certain things. Can we have some of Chad's time to review this?
 - Mike – Our intent should be clear.
 - Carmen – I have a question also I didn't find addressed. False accusations? In my department, all my male colleagues have had encounters with offers made for better grades. If the student makes an offer and the professor doesn't move forward, there is fear of false accusations.
 - Anne Marie – Can you make on the record reports?
 - Mike – Maybe that is something that needs to be included in this? How does the university start to deal with these situations?
 - Laird – If you are accused as a male professor, there is then a bias.
 - Carmen – I am not saying it is happening all the time, but the topic wasn't addressed at all.
 - Provost – There are 33 pages.
 - Mike – I searched for dismissal with prejudice and did not find out.
 - Carmen – What is your idea of proceeding? We are not rewriting the policy. We need to collect ideas and opinions and forward those to the President. It will not go to the senate next week. I would like to start the letter.
 - Kader – Do we have enough time on this policy? We need to ask the President.
 - Carmen – He said May.
 - Laird – Can we ask him if we could have time with Chad?
 - Provost – I would suggest that you have a personal discussion with the President. Some of these concerns have been voiced before.
 - Carmen -I would like to extend 5 minutes. Ayes carry.
- Agenda for senate meeting is approved.
 - Four bills that rolled over and Bill 416.
 - All in favor of the agenda. Ayes carry.
- Meeting adjourned at 2:25 pm

Passed 1st reading 2/8/2018

20 That UAH Academic Affairs prioritize the revision of the policies to address the objections
21 raised by Senators and the Senate ad hoc subcommittee,

22 **AND BE IT FURTHER RESOLVED**

23 That a schedule (satisfactory to the Senate's Executive Committee) for carrying out said
24 revision be produced by Academic Affairs and reported to the Senate through the Senate
25 President within 30 days of Senate passage of this bill,

26 **AND BE IT FURTHER RESOLVED**

27 That the interim policies named above (i.e., those policies numbered 02.01.36 through
28 02.01.49) be suspended 60 days following the passage of this bill,

29 **AND BE IT FURTHER RESOLVED**

30 That the Senate President shall discuss regularly with Academic Affairs (1) the progress
31 toward production of a schedule and (2) the progress on carrying out that schedule, with these
32 discussions occurring regularly until satisfactory revisions have been accomplished,

33 **AND BE IT FURTHER RESOLVED**

34 That the Senate President shall update the Senate on said discussions' contents at each Senate
35 meeting until satisfactory policy revisions have been produced.

Faculty Senate Bill No. 422

Passed 1st reading 2/8/2018

Whereas;

One of the most important assets of The University of Alabama in Huntsville is the health of the institution's faculty and staff; and

Whereas;

The UAH Faculty and Staff Clinic was established in June 2007 to serve the health needs of the faculty and staff; and

Whereas;

The Faculty and Staff Clinic has seen thousands of faculty and staff with 10,476 clinic visits and saved the University an estimated \$1,560,924 in insurance co-pays and other expenses and 31,428 hours of lost productivity; and

Whereas;

UAH may save more money by allowing spouses of staff to be treated at the Clinic; and

Whereas;

The success of the Clinic in terms of serving as a valuable source of health care for faculty and staff and a financial savings for the institution; therefore

Be it resolved by the UAH Staff Senate that;

The University administration increase funding to the Faculty and Staff Clinic to provide a registered nurse (1.0 FTE) to expand availability and services for University employees and their spouses beginning as soon as possible, but not later than the beginning of the 2018-2019 academic year.

Faculty Senate Bill No. 420

**Importance of Vacant and Vacated Faculty Positions to Sustain
the Educational Mission of the University of Alabama in Huntsville**

Passed 1st reading 2/8/2018

WHEREAS a core mission of UAH is to educate individuals in leadership, innovation, critical thinking, and civic responsibility; and

WHEREAS this educational mission is provided primarily if not exclusively by faculty and staff in academic departments; and

WHEREAS the ability of an academic department to fulfill its role in the educational mission of UAH depends directly on its ability to assign teaching duties to qualified individuals; and

WHEREAS academic departments as a whole are the best judges of the qualifications that individuals must have to teach to the needs of the respective department; and

WHEREAS the process that an academic department must undergo to fill vacated or vacant faculty lines with qualified personnel often if not always takes at least a year to complete; and

WHEREAS when a faculty position is vacated, the absence of immediate, reliable, coherent, and consistent statements to assure the position will be filled undercuts the ability of the affected department to plan how to meet its educational requirements in the short term; and

WHEREAS as long as a faculty position remains vacant, the sustained absence of reliable, coherent, and consistent statements to assure the position is to be filled undermines the ability of the affected department to maintain its educational mission and negatively impacts the morale of the affected department over the long term; and

WHEREAS academic departments at UAH have had positions vacated and have positions remain vacant even as the duties and responsibilities required of the affected department to meet their educational missions have remained constant if not increased over that period; and

WHEREAS the administration has taken upon themselves to capture vacated and vacant faculty lines from academic departments to a central pool of positions; and

WHEREAS the administration has also indicated that it plans to disburse vacant and vacated positions later according schedules that they set; and

WHEREAS the administration has given reasons for taking this approach that appear non-committal toward or ignorant of the needs of the affected departments to meet and sustain their own constant or growing educational needs;

BE IT RESOLVED THEREFORE that actions taken wherein vacated or vacant faculty positions are captured back to and held within a central pool of positions above department level, especially without giving due diligence to provide immediate, reliable, coherent, and consistent information back to the departments to plan to fill the positions, are deemed to be counter to sustaining the educational mission of UAH. In the short term, such actions immediately undercut the ability of the affected department to plan, assign, and implement its teaching responsibilities with an account to meet its educational standards. In the long term, such actions undermine the ability of the affected department to maintain its educational standards and also damage the morale within the affected department.

Senate Bill 419

Compensation of faculty with increased teaching levels

Passed 1st reading 2/8/2018

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

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

WHEREAS these incentives have been removed with no explanation,

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

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

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

THE UNIVERSITY OF ALABAMA IN HUNTSVILLE

FACULTY SENATE

Senate Bill #416: Campus Sexual Assault Evidentiary Standards

Passed 1st reading 3/8/2018

WHEREAS, on Friday 22 September 2017 the Secretary of Education, Betsy DeVos, rescinded guidelines on government policy regarding campus sexual assault; and

WHEREAS, the previous guidelines demanded that colleges and universities use “preponderance of the evidence” as a standard of proof in deciding whether a student is responsible for sexual assault; and

WHEREAS, the previous guidelines had been in place for several years; and

WHEREAS, the new guidelines suggest that universities are free to abandon the previous standard and raise it to a higher standard known as the “clear and convincing evidence” standard; and

WHEREAS, the new guidelines make it more difficult for the University to respond administratively to campus sexual assault events; and

WHEREAS, experts suggest the new guidelines will discourage students from reporting assaults; and

WHEREAS, Secretary DeVos’s new policy provides guidance only and leaves campus’ free to set their own standards; and

WHEREAS, issues regarding campus sexual assault are of great concern to the University, it’s faculty, staff, and students; and

WHEREAS, steps taken to deter campus sexual assault and address such events with the seriousness they deserve; and

WHEREAS, University administrative action is independent of any legal action between students,

NOW THEREFORE BE IT RESOLVED:

That the Faculty Senate, on behalf of the faculty of the University of Alabama in Huntsville, remain proponents of the “preponderance of the evidence” standard of proof in deciding whether a student is responsible for campus sexual assault,

AND BE IT FURTHER RESOLVED:

That University policy maintain the “preponderance of evidence” standard of proof unless otherwise mandated by a legal directive from the Department of Education.

FACULTY SENATE MEETING

February 15, 2018

12:50 P.M. SST 050

Present: Chris Allport, Milton Shen, Laird Burns, Kevin Bao, Katie Baldwin, Carolyn Sanders, Joey Taylor, Deborah Heikes, Anne Marie Choup, Dianhan Zheng, Kyle Knight, Mike Banish, Yu Lei, Tingting Wu, Fat Ho, James Swain, Kader Frendi, Gang Wang, Christina Carmen, Fran Wessling, Angela Hollingsworth, Sharon Spencer, Lori Lioce, Qingyuan Han, Roy Magnusson, Carmen Scholz, Harry Delugach, Tim Newman, Shangbing Ai, Lingze Duan, Vladimir Florinski, Monica Beck, Ron Schwertfeger, Monica Dillihunt

Absent with Proxy: Ann Bianchi, Monica Beck, Shanhu Lee, Shannon Mathis

Absent without Proxy: David Harwell, Sophia Marinova, Earl Wells

Ex-Officio: Provost Christine Curtis

Guest: President Bob Altenkirch, Chancellor Ray Hayes

- Faculty Senate President Carmen Scholz called the meeting to order at 12:50 pm.
- **Meeting Review:**
 - **Bill 417 passed third reading.**
- **Guest Speaker**
 - Chancellor Ray Hayes
 - I have Chad Tendle with me today. He is our Risk and Compliance person. He is one of the attorneys in our system. I am glad to be here. Our main objective is to support the campus. We have 15 trustees that oversee our system. We don't manage them, but work with them. I am very open booked. I will tell you how I see things. The campus here is doing really well. The campus is beautiful. You will be celebrating your 50th in 2019. The State of Alabama is 200 years old in 2019. UAB will also celebrate this as well in 2019. Our board will have a meeting in April here. You are doing great with student enrollment. We have a lot more out of state students. One thing about Alabama is we don't have enough population in the state. We need more tax paying residents. A third of our students will stay here in Alabama. That is an impressive number. We have 14 public universities in the state. We graduate 15,000 among our three campuses. Our three graduate 43% of the graduates among the 14. A lot that we are trying to encourage is collaboration. You will be getting an announcement from the campus people soon. We have been given \$75,000 to use towards an idea/concept of working together between two or more campuses. Applications are being turned in through April and in September we will make the announcement at the board meeting. I talked at the board

meeting last week about collaboration. We have an IITS system. It has really ramped up over the last few years. It looks like the education trust fund will have money in it this year. It has passed the House and with the Senate. We are trying to protect that. We have two funds in the state of Alabama. We have a general fund and the education trust fund. We are all about protecting. We think as the state grows that will grow as well. It will allow us to match money for research. If we can continue to protect the education trust fund it will grow.

- Kader – One of the biggest topics among the faculty is Board Rule 108. We are concerned about its implication to shared governance.
- Ray – We are going to have shared governance. The rule is to do everything it can to protect us and provide consistency among the campuses. We live in a society that has policies that are consistent. When we are sued, one thing that always comes up is consistency. If we have a policy where we operate here and Tuscaloosa differently, the lawsuit will fail. You do need some identity. There are certain things that have to be consistent.
- Kader – Does this consistency follow through with the faculty handbook? Does this have to be similar among the three campuses?
- Hayes – Only to the point that it protects you. We want to work together to protect you.
- Carmen – Does this mean that all existing policies have to be rewritten or will there be one for each campus?
- Ray – No, each campus will have to look at their policies and procedures. In some areas, we have to have consistency. In other areas, your way of operating needs to be there. We are going to have to work through the issues. Lawsuits are coming so fast and furious, we have to do the best we can to protect our reputation.
- Mike – When you talk about a lawsuit, what are the lawsuits that you are concerned about?
- Chad – In terms of risk that we are concerned about is Penn State and Michigan State. They are driving the litigation right now. In terms of our lawsuits, we average 60 a year across all three campuses. It is minor things, but we face employment litigation, Title XI, and Child Protection.
- Hayes – This is for your protection also.
- President – It's the policies that are steep within the law – sexual misconduct and child protection, even the credit card policies.
- Mike – We aren't going to argue a credit card transaction. What are you really looking at? Can we be helpful?
- Ray – We want the faculty senate to be a part of the process.
- Laird – At lunch we talked about child protection and harassment policy, we need protection. Some language was cumbersome. We asked how to rephrase that to continue programs providing protection.
- Carmen – That will be a separate discussion.
- Ray - We will do everything we can to protect without making it non common sense able.
- President – UA and UAB will have the same child protection policy. Their implementation takes place this summer with background checks. That will

provide feedback and experience to us. With respect to the language, my opinion unfortunately is legal language is required in certain areas.

- Ray – Language in the child protection, do we have to use specific state of Alabama language?
- Chad – Yes. They react and sometimes it is an overreaction.
- Laird – Some went to the board meeting and met with other faculty senate. You mentioned having more collaboration. We came up with some good ideas to foster collaboration. One of the ideas was incentive prizes.
- Carmen – The official opinion of the three senates will be delivered to you. You will see our ideas on that.
- Member – We have specific programs that reach out to grade school students. Is there anything that we need to do to protect ourselves?
- Chad – That is a specific circumstance. If we are going out to local schools, the teachers/principals are the ones in control of the student. If they are on our campus, we are then responsible. There will be a lot of working through these issues.

➤ **Administrative Reports**

- President Bob Altenkirch
 - The bond has been issued for Charger Village II. The bond rating will stay the same. There are more demands for beds on campus. We will still be using the apartments and Beville Center
 - Morton Hall renovation will start this summer.
 - Roberts Hall renovation is problematic. It will not start this summer. The problem is when you dig into the asbestos problem, it will take much longer. We are going to hold off on that. It will start after October 2019. We want education to have their accreditation visit before the disruption.
 - Inflammatory symbols on the campus. We have indentified and apprehended the responsible individual. They admitted that they did it. It is a student. The student will go through the disciplinary processes. We will hold off on a criminal complaint until we start the process. The student was indentified through video recording. We pieced together several recordings. There was no campus threat, they just wanted attention.
 - Board meeting is April 6-7th. We are looking to do something similar as to what UAB did and have a faculty member as part of the presentation.
 - Tim – The promotion of the China campus. There are two areas that the faculty has expressed concern. One is academic freedom. I was disappointed that a negotiation was held and academic freedom was not part of that. Other campuses that have had this opportunity had that discussion. The second is shared governance. Faculty was not involved with that from ground zero nor the pertinent Dean. Unfortunately, many folks will connect dots and say that shared governance has been a priority.
 - Provost – You made the comment that the pertinent Deans weren't involved. They were from the very beginning.
 - Tim – I think there are different reports from other reporters. Perhaps this is hearsay to me. The comment that has been made is not dissimilar to what Williams said to this body. We have to get to a place that units are involved. We can't get to

a point where only three are asked and claim that shared governance. We have been there before let's not go there again.

- President – Let's not let those things happen again. I think people were moving along on this and weren't thinking about that.
- Mike – We had lunch with the Chancellor. We found it curious that the two things asked were Aerospace and Electrical Engineering. I think that should have been looked at very carefully. I don't think there was enough attention paid to that. When you are going to the two main prime drivers of this area, I think you need to look carefully.
- President – We are revisiting that now. The biggest issue right now is manufacturing computer chips overseas.
- Kader - The news that we are getting on the faculty level is the idea came from graduate school. The message came from graduate school and moved into other colleges. The other colleges should have been on this list.
- Provost – The original idea came out of Chemistry Engineering in Southwest Petroleum College. It was approved by the board 203 years ago. It was never approved by the Chinese government. In our interactions that have been going on in the college of business, there were other opportunities that came up. NCUT visited us and invited all the parties, Deans, and any others to these meetings. That was the initial contact. The Director of International Services sent out asking the faculty if they would be interested.
- Carmen – I want to bring this discussion to an end.
- Harry – I have been very disturbed by the drawing on campus. I am concerned that your response to this was delayed. This could have been a ramp up of an organization on campus. When did you find out and when did you let us know?
- President – We found out the day after it occurred. Administration got together and it was a joint decision we would hold off. When another appeared on Thursday or Friday, we decided on Sunday to send out a message that came out Monday. You can argue that it was wrong or right, but that was our decision.
- Mike – That is a fine decision to make. I understand the decision. This decision though didn't leave the third floor of your building. I spoke to my Dean and told him that I was very disappointed he didn't tell us. He said I found out when you did. I think sharing with the faculty in a quiet way that you are aware would be beneficial.
- President – You can have your opinion. Did you think that I wouldn't be aware?
- Mike – It was a week. I think that it should have been shared that you were aware.
- President – That is your opinion. The only reaction to the letter was that it was well written and appreciated. You can argue that in between was wrong but the end result was fine.
- Harry – If in fact this was a tip of the iceberg to signify a certain group to harass the university community, we would have excellent grounds of a lawsuit.
- President – We have to make decisions. The symbol was put there for a reaction and no other evidence it was for any other reason.
- Harry – I am glad that you were right.
- President – We looked at videos early on and had an idea of what was going on. There was another put on a dumpster on the south end of campus. No one knew about it. They didn't get attention the first time and put it put more visible second time.

○ Provost Christine Curtis

- The University Review Board is almost done with their work for tenure promotion. There is March 15th date of notification. The Chancellor mentioned we will be putting forward the PhD proposal forward at the April meeting.
- I wanted to report on Faculty 180. We are making progress. We were hoping to have Faculty 180 ready for annual reviews, but we won't make it. The work that is happening right now is the CV's are being collected. They will be sent to the company and put into Faculty 180 for us. We will ask you if everything is correct. They have created templates for creative performances and production. All areas will be represented. We have developed a basic timeline of when information will be uploaded into Faculty 180. We are working with all the entities to get all the data on that timeframe. I hope to report that in March. We are working on Degree Works. It is used by advisors and faculty on advising. Every other university in Alabama has it. We figured that we need to get this tool for ourselves and students. They are scribing the catalogue into Degree Works. The installation of the program is happening this week. We will be able to beta test the program in the fall and go live in January. We will have a technical session the week of March 15th.
- We are working on the VoIP system. Our system is no longer supported. We had major failure in Morton Hall. The Early Learning Center has been on this since late last summer. The executive plaza is now on it as well. It has been working extremely well. We have been collecting data among every department. We will be moving toward a VoIP system totally installed by fall.
- IT has been working on the policies. They sent them to me last night
- The Chancellor didn't mention anything about the library. The Director of our library and UA, have been working together to figure out a way to collaborate. There are a lot of structural constraints. We are exploring how other systems are doing that.

➤ **Officer/Committee Reports**

- Carmen Scholz, President
 - I attended the University Counsel of Faculty Presidents. There were 68,000 9th graders only 40,000 graduated, only 23,000 enrolled in public institutions. After one year it went from 19,000 to 16,000, and then only 8,000 graduated with a degree. ACHE has put out two directives. They want to increase the preparedness of high school students. They are also promoting the cost. There will not be an Alabama program to go for free. He also mentioned the current support of higher education in Alabama is the same as 1965. Dr. Persell advocated for funds for 5% of the general fund should be set aside for redirection.
 - After the BOT meeting, I sent the questionnaire about the bus tour. This was an idea of the Chancellor to foster collaboration. We are in favor of the bus tour. Alabama and UAB did not feel that way at all. The President of UA faculty senate was surprised by our response. We want to stimulate collaboration for the young faculty.
 - Last year we asked for a faculty authored section in our bookstore. It took some time for them to get some books and the faculty to let us know what they have authored. We know have a section. All the credit goes to Melissa Foster.
 - I would like to ten minutes to discuss the Child Protection Policy. Dr. Altenkirch sent this to me and stated that it was very high on his agenda. He wants a 60 day response. This is a topic that is high on the agenda. Some of the issues in there are

written in a prohibited way. At this point, I don't want to discuss the wording of the policy. I put together a letter to give the President.

- Mike – I have five main issues with this bill. I talked to a couple lawyer friends. It violates state law. It is specific that you have to report it to DHR. This policy says you report to campus police. You can be denied a background check for a misdemeanor in this state. There is some discussion on if reckless driving would disqualify you to be in the presence of children. There is no concern for faculty student privacy. There is no discussion about our most open activities; example would be a high school student going to the library. On the science fair level, how do you prohibit or not prohibit? What is faculty and what is public? The policy doesn't address any of these.
- Carolyn – Thank you for putting this letter together. It will come to light how many activities that involve minors. In music, we are constantly recruiting high school students. We get them to our department that is part of our job. I think the policy is well intended, but from a faculty stand point it has come down that we will be responsible to pay for the checks.
- Provost - That was originally stated, but it has been changed. My guess is that it could go one of two ways. It could go that every time that there is a minor we have to have a background check. If you are bringing in outside judges, then they don't have to have one but we do. It is really up in the air right now. We are trying to figure out what Alabama has done in care custody.
- Carmen – One of the glitches is if you work annually, then you have to have one annually.
- Roy – We have students on campus that are less than 18. In some circumstances, IRB would have a huge problem doing surveys. What about those students?
- Carmen – They are exempted right now. I would like to emphasize that we are particularly happy about some points in the policy. We don't want children harassed or mistreated. I hope there will be a revision of the language in the policy. We are on board generally, but fine tuning is necessary. Are you in agreement with this assessment?
- Christina Carmen, Governance and Operations Committee Chair
 - No report.
- Monica Dillihunt, Undergraduate Scholastic Affairs Committee Chair
 - No report.
- Laird Burns, Finance and Resources Committee Chair
 - RCEU proposals are in and are being scored. We should have a decision within week.
- Anne Marie Choup, Undergraduate Curriculum Committee Chair
 - We are up to date.
- David Johnson, Faculty and Student Development Committee Chair
 - We met three weeks ago to discuss Bill 418 and it is being sent back to FSEC.
- Mike Banish, Past/President-Elect
 - No report.
- Kader Frendi, Ombudsperson
 - No report.

- Tim Newman, Parliamentarian
 - The handbook met and had a spirited discussion.
- Bill 417
 - Mike moves to bring this forward. Tim seconds.
 - Carmen – All in favor of Bill 417. 2 abstain. Passed third reading.
- Bill 419
 - This is a bill that was brought before the senate picking up past practice where we compensated professors and lecturers with an incentive. That was cancelled and we feel it would be worthwhile to have it again.
 - Mike – It was cancelled when Phoenix University was getting in trouble for paying students.
 - Carmen – It has been cancelled and wants to be reconsidered.
 - Kader motions to discuss. Tim seconds.
 - Member – It says it is going retroactive?
 - Carmen – I do not have a cost analysis.
 - Chris – With the focus of larger classrooms, maybe we want to move the number up. It makes sense to me to have an additional level beyond the 35.
 - Dr. Ho – I taught classes much larger than that and never received the reward. When was this in place?
 - Carmen – You should have gotten those incentive pays into your PI account. I know that it has been in place.
 - Mike – It was and Frank started it to encourage larger class sizes.
 - Carmen – I hear there should be a fourth category above 85. Do we need four categories?
 - Member – I would just say if it is larger than one.
 - Monica - I think it needs to be discipline specific.
 - Tim – I read this bill that it wouldn't remove units flexibility. I was complaining to another colleague. He said why, you get paid for it? I said no we don't. He was very shocked. If you are grading 35 essays, that is tremendous work. Our students are developing programs and it is a lot of work to grade.
 - Carmen – Do you think this is a good idea?
 - Deborah – The policy that we are replacing didn't have specific tiers.
 - Carolyn – I taught a class that was larger and received an incentive.
 - Carmen – Do we need a fourth category?
 - Mike – You would need to make an amendment.
 - Chris – I would like to make an amendment to add another category above 80. Mike seconds.
 - Carmen – All in favor. 1 opposed. 6 abstain. Ayes carry.
- Meeting adjourned at 2:20 pm.