
SENATE EXECUTIVE COMMITTEE MEETING

**January 21, 2016
12:30 P.M. in SKH 369**

Present: Michael Banish, Eric Seeman, Eric Fong, James Swain, Lenora Smith, Ramon Cerro, Tim Newman, Wai Mok, Joseph Taylor, Andrea Word-Allbritton

Guests: Provost Christine Curtis

President Altenkirch was not present.

- Faculty Senate President- Elect Michael Banish called the meeting to order at 12:30 pm.
- **Administration Reports**
- ❖ Provost Christine Curtis
 - President Altenkirch was not available to attend today's meeting due to a lunch meeting on Redstone Arsenal. A no smoking policy is now finalized and available on the web. It will go into place at the start of the summer semester. We are now in sync with several other major Universities. There will be signs in place in front of buildings for students for awareness.
 - Dr. Frendi mentioned the summer schedule and the President Altenkirch would like to make it known that the University will be open five days a week. Staff will work a four day work schedule; assuring offices are covered Monday thru Friday. Employee work schedules will be created within each unit.
 - The College Academy was presented a year ago. We have moved forward with this in conjunction with Huntsville City Schools. We do have professors signed up to teach courses at the College Academy, 62-63 hours. These courses will start this fall semester. Huntsville City Schools will pay full tuition and fees. During the student's junior and senior year, the courses will be on campus. This will allow for better course options. The Academy will be located at Jemison High School. We are hopeful this will bring in these students upon graduation dependent on their GPA and ACT scores. The plan isn't final, but hopeful, that extra compensation will be provided to professors who drive to the high school or use of the vehicle fleet is available.
 - Eric Fong – How many are enrolled?
 - Provost Curtis – We currently have 29. We would like 35 students with hopes of 30 graduating. They have to maintain a 3.25 GPA.
 - Eric Fong - Since tuition is paid, will this count towards our enrollment numbers?
 - Provost Curtis – It will count towards our dual enrollment.
 - Focus Report for SACSCOC is due to computer compliance next week. I have to thank everyone who has stepped up. Our QEP committee has worked diligently, as well as our SACS consultant. He was able to guide us in the right direction to answers questions efficiently.
 - A draft of the sound bite of QEP was distributed to make everyone knowledgeable of what a QEP is. Provost will accept edits if there are any suggestions. The faculty will

receive the information of the QEP and dates of the review team. The team is not known at this time, but it is important that everyone know their duties so they can answer any questions.

➤ **Officer and Committee Reports**

- President-Elect Michael Banish
 - Dr. Ray Hayes, our incoming Chancellor, will be giving a presentation at our next full faculty senate meeting. This is an open meeting that everyone is welcome to attend. I would encourage sending this out to all committees and would like for the full senate to be in attendance.
 - On February 5th the Board of Trustees will be meeting in Birmingham. All have received an invitation to attend lunch afterwards combined with other University Faculty Senate members. Please RSVP and the luncheon should adjourn at 2:00 pm.
 - The Communicable Disease Policy should be available at the next FSEC meeting to pass through to the full senate.
 - I have asked Provost Curtis to take a few extra minutes at the next Faculty Senate meeting to explain QEP so that this can be passed down to each department.
 - Provost Curtis invited everyone to attend a Leadership Development Workshop January 28th led by Holly Chatham. The early alert task force will meet after to ask questions.
- Past-President Wai Mok
 - No report.
- Parliamentarian, Tim Newman
 - No Report.
- Governance and Operations Committee Co-Chair, James Swain
 - Government and Operations met on the 7th of January. The main purpose was to exhort and excite everyone to have elections and new senators in place by March 1st. Committee members have contacted all Chairs to make this deadline known. We were also given a bill to consider, not sure where it originated, but I am assuming the floor. The bill specifies that administration notify the senate on proposing Dean shifts. There was a long discussion and no proposal today.
 - Michael Banish – Will it be available next meeting?
 - James Swain – To summarize the discussion, I am not certain that we want to add another document needing approval to the Senate. We've had more deanships than before, but I don't expect that this would be a common occurrence. The bill specifies that the senate has to have a proposal and estimate of cost that would occur. I mentioned this to my own Faculty and they were on board with this idea.
- Personnel Committee Chair, Ramon Cerro
 - No Report.
- Undergraduate Curriculum Committee Co-Chair, Eric Fong
 - I tried to get my committee to move forward with Professional Studies. To lay it out, there are six on the committee and four have made the decision that it cannot be approved as is. There are a lot of concerns with the committee in regards to this program. Everyone recognizes that we want to be mindful and support nontraditional students. The program doesn't address some issues that

make the faculty pause in moving forward.

- The first concern in regards to the degrees, Bachelor of Arts and Science, is the potential of misinterpretation that these degrees are coming from discipline oriented classes. In Professional Studies, they choose specialized area of studies – up to three. When the students take core courses from Professional Studies to receive a bachelor's in Professional Studies with a concentration in any area, the student could make their concentration in Engineering and graduate with a Professional Studies degree. When they are in the job market, they could present the degree other than a Professional Study degree giving the wrong perception of their knowledge and courses taken. The student could have a concentration in a specific area but never have taken any 400 level courses.
 - Ramon Cerro – Anyone could claim they have any degree up to the point of them asking to see their diploma. Will the diploma be ambiguous?
 - Provost Curtis – The diploma will state Bachelors of Arts in Profession Studies or Science in Professional Studies.
- This could damage the value of a degree. Another item of concern is allowing students to bring in credits earned thru prior learning assessments. This is a very ambiguous term. This could mean a variety of ways they earned the credits. One question is if it's not credit hours, who would review the assessments and determine their value?
- The program states that it is open to 24 year olds with prior work experience. This doesn't preclude current students that are not measuring up in specific studies within the university. An example would be a science student who have taken all the 300 level courses but can't pass the 400 level; can they transfer to Professional Studies? There isn't anything that would stop this from happening. There is this ambiguity and that brings forth concern from the faculty.
- Another issue is that Professional Studies isn't a discipline. We are trying to provide degrees within our structure. This would open the idea that we are trying to move away from that structure. The idea then would be can we make Professional Studies a college? We are recreating the wheel if we do that.
- Another concern is the classes offered. Within Professional Studies a 310 course is offered that is basically ENG 101 giving 3 credits. It uses old textbooks. Why not take ENG 101 and offer 1 credit? Currently, my committee has voted against it as it stands and will need to go before the full senate.
 - Wai Mok – My daughter graduated with a Mechanical Engineering Degree and was required to take an assessment exam upon completion. Is that not required here?
 - Michael Banish – Not anymore. The students would just write their name on the test and leave because they only had to show up. It is all dependent upon the program.
 - Provost Curtis – If you want to become a PE, you have to take the EIT.

- Ramon Cerro – Professional Engineering is nationwide and exams are tough.
- Wai Mok – My daughter graduated from Purdue and was required,
- Ramon Cerro – When we tried to make it mandatory, 2% passed other 98% left without completing.
- Tim Newman – We’ve had the same experience with Computer Science.
- Wai Mok – There must be a quality control mechanism in place.
- Tim Newman - In my discipline, the quality control is the interview process. There are certain institutions that are suspect for degrees, and companies refuse to hire employees that are their graduates. If they do, they have a rigorous test. In my discipline, the UAH brand is strong in the Southeast. My concern with this program is if students leave computer science in their junior year because it is too hard and go to Professional Studies and do a concentration that impacts my students who have the Computer Science degree. The Professional Studies students do not have the training of a student who went through the computer science courses.
- Wai Mok - I see your point, but there must be a way to tell the difference between a BS in Computer Science and a BS in Professional Study.
- Ramon Cerro – Why is the university in the business of these half degrees?
- Michael Banish – In the military, you have continuing education that you receive credit for. I can say for this program it is important that as an institution we help those in our community that have relocated here because of military service. With that, we need to maintain our standards. Does your committee see a way forward? I would also say you do not place a concentration on the diploma.
- Eric Fong – I will work with them on a path forward. They are willing to work with everyone and take into consideration all ideas. In addition, I would like to hear from faculty.
- Ramon Cerro – Why the title “Professional Degree”?
- Provost Curtis – That is used among other universities.
- Andrea Word-Allbritton- Auburn and USA are other Universities that are implementing this. Alabama has established six concentrated areas of studies. Alabama is sorting thru Professional and Interdisciplinary Studies. If we could seek them for a model and direction. If we have clarity on the depth areas, which may help faculty move forward. Interdisciplinary is a remarkable approach to world. If the students can bring in 75% of their work, and patch together a degree, it may not serve them in a job field.
- Provost Curtis – 75% is a University rule.
- Tim Newman – We have a set of rules designed with a discipline

mindset. This is allowing loopholes. There is nothing that says that all courses need to be in the 400 level. We don't have any degrees that void 400 level courses. It will be allowing a weaker degree.

- Provost Curtis – That is my opinion. The intent was to set up the program for individuals that didn't have the opportunity to complete their degree. This was also set up to give flexibility to those who have work or other experience. I would have to ask what the key things are. It would be to require some 400 level courses.
- Eric Fong – I am willing to push this with the two ideas:
 - 1. Change the name?
 - 2. Would you be open to see if other colleges would be willing to take this on to help nontraditional students?
- Provost Curtis – We are struggling with increased enrollment and how to handle the growth. Adding in to the colleges would not make the best use of our resources. Professional Studies is where these types of degrees are housed and they are fully funded. This allows us to provide to the community in an affordable way.
- Michael Banish – One point that needs to be brought up is this is for people to bring in 32-36 hours from outside UAH. This keeps students from taking a short cut.
- Joseph Taylor- What is the age requirement for this degree?
- Provost Curtis – The traditional student is 18-24, 23 is average for a undergraduate student. We have a number of people that are nontraditional.
- Joseph Taylor – From my knowledge of working at other universities that had this degree available, I never knew of students taking advantage of this degree. I would hate to refuse to offer this for those would not abuse the degree.
- Eric Fong – One issue is what do credits mean? Can you earn them through other ways?
- Provost Curtis – We do this in foreign language all the time.
- James Swain – Do we use this for a particular group? The military has been mentioned several times.
- Provost Curtis – We haven't started recruitment.
- Tim Newman – Our attitude from the beginning was to reach out to nontraditional students within computer science. We meet one on one to work with students to get them engaged. One disappointment with creating this program is not reaching out to disciplines that have been doing this for a while. We have had the wrong approach. We can't do business like this on campus. We have to work together. This shouldn't be a college, we should join colleges together. Secondly Provost, I think you have misread what the Deans have said. Your Deans are crying for resources, our unit is crying for resources. The Deans know we need more faculty. Instead of using resources

- and launch Professional Studies, let's launch our current units.
 - Provost Curtis – Professional Studies will be using their resources. They are externally and totally funded. That is one reason that we can go ahead and move with this. I am fighting every day to put resources into the colleges.
 - Michael Banish – I value Tim's comments. Eric work to get things together to move forward.
 - Eric Fong – In addition to Tim's point, we are looking at this program and it bypasses the process. I don't want this to be taken in a negative way. We would have probably had nice conversations about making these changes if we would have done this earlier. I do think there is a little animosity that exists among the faculty that this program did not follow the process.
 - James Swain – Since Tim broke the ice, Tim is referring to our Distance Learning and Graduate programs. These have attracted a very diverse and older population for the past 25 years. It is basically gone now. Distance Learning is suffering from lack of attention. Our strongest program (Engineering Management), is suffering due to lack of faculty. These were fairly robust areas of enrollment that have been allowed to wither. We have been trying for years to get this going. We had a dominant program going at one time and now Auburn/UMIST have taken over in our back yard.
 - Finance and Resources Committee Chair, Joseph Taylor
 - Funding resources is going to send out RCU award notifications at the end of next week. We are meeting in two weeks to finalize, and send for approval. Then Faculty will have 4-6 weeks to create proposals.
 - Michael Banish – Did you get with Mr. Ray Pinner?
 - Joseph Taylor- Yes, we met with him in October. He is planning to visit in February. I will send out an email with budget links prior to that.
 - Undergraduate Scholastic Affairs Committee Chair, Eric Seeman
 - No current petitions to review. Some committee members were involved with reviewing schedules and are getting back with me.
 - Faculty and Student Development Committee Chair, Lenora Smith
 - Due to nursing being up and coming in research, the question was raised about the deadline for proposals, for example EPSCOR.
 - Michael Banish – The AVPR and I had a discussion in regards to this same question.
 - Tim Newman – Does nursing have any recommendations in regards to this?
 - Lenora Smith – NIH is a part of this and where we do our grants. These proposals have several deadlines.
- **Approve the Agenda for Faculty Senate Meeting #564 January 28, 2016**
- A motion to approve the Senate Meeting Agenda was made by Michael Banish and seconded by Eric Fong. Motion carried unanimously.

➤ **Request for other items**

- Michael Banish – Two important items that need to be discussed:
 - Online/Distance Education Policy
 - Copyright Policy
- Michael Banish – Dr. Frendi spoke with me with concern that Nursing has no eligible candidates for the URB. They have a full professor that is a Dean, and one Associate Professor that is on sabbatical. They have no qualified representatives.
 - Tim Newman – Is the Professor on sabbatical in town?
 - Lenora Smith – Yes.
 - Tim Newman – She could serve even on sabbatical.
 - Michael Banish - Dr. Frendi spoke with past presidents and the decision is up to Tim Newman. The suggestion is to have a one-time allowance for a Senior Clinical Faculty to be able to serve.
 - Tim Newman – Disapproves. You could not have a representative from nursing. If the person on sabbatical is in town, that person can serve as an extra commitment. We have had previous instances where faculty can vote on tenure.
 - Eric Fong – Why are Associate Deans not allowed to serve in this role? Are they allowed to serve in the role at the college level?
 - Tim Newman – We disenfranchise Associate Deans. Technically, an Associate Dean can serve, but it is shaky to do so. Administration has made a conscious decision to leave them out. Deans have told Associate Deans not to serve.
 - Eric Fong – In this special case, Associate Deans should act ethically and not interact with the Dean.
 - Provost Curtis – If the person serves outside the college as Associate Dean or Dean, Graduates College or Honors College. If they are not involved in the process, they are allowed to vote. My advice is to stay out. What happens is that the office itself sees that person at a higher level. I agree with Tim, they have to be tenured to vote on tenure. Thinking after Kader’s email response, if the decision should go against the individual and the URB, where would we stand in the court of law because they had means of representation and were absent. I agree that the sabbatical member could serve. I won’t ask the member to come in on sabbatical, which is against the handbook for me to do so, but the college can ask.
 - Eric Seeman – Can we push back the review date?
 - Provost Curtis – It has to be approved by March 5th.
 - Eric Fong – I have an issue with disenfranchising an Associate Dean where they are tenured faculty and a Dean doesn’t seek their advice. They play no role in making a determination in which they have a right. The other concern would be having an administrator from Nursing, they can restrain from making a decision in regards to that college.
 - Provost Curtis – Do they have to do that regardless?
 - Eric Fong – Yes, absolutely.
 - Provost Curtis – You are there to answer questions in regard to your college, but you only vote on other colleges.
 - Ramon Cerro – The only benefit would be to have someone answer questions.
 - Eric Fong- Nursing has the right to be a part of the committee making decisions regarding the University. I don’t see why we disenfranchise.
 - Michael Banish – We had to provide a letter stating how many were attending

- and why. Who is on sabbatical?
- Lenora Smith – Pam O’Neill.
- Michael Banish – Has she been contacted?
- Lenora Smith – I can contact her.
- Provost Curtis – The request came from the Dean and should be followed up by the Dean.
- Michael Banish – I will pass this on to Kader. The Dean will contact Dr. O’Neill.
- **Online/Distance Education and Copyright Policy**
 - Michael Banish – There were substantial changes to the protection of Instructors in regards to copyright. Looking at Appendix II, Intellectual Property Matters, it states that currently the university has full ownership rights including copyright and proprietary rights to its curriculum and the degree program structure only. Under Instructor Rights and Responsibilities, if the instructor leaves the university, the instructor has the right to the online material. There has been an increase in the protection to faculty and the ability to do more online courses.
 - Under the old bill Special Issues, there are only two points now. It states that instructors who recorded lectures as part of employment at a different college or university may not use that recorded lecture at this university. That is protecting other universities. We won’t get in to number two.
 - Provost Curtis – Let’s go over what was discussed to be added to the copyright bill.
 - Michael Banish – Under the copyright policy that you also received, looking at page 2, there are three main sections added there. Textbook and other course materials prepared by a faculty member shall not be considered “university assigned work”.
 - Ramon Cerro – What does that mean?
 - Michael Banish – It means that you have predominant rights to copyright not the University.
 - Provost Curtis – If you go up to “university assigned efforts”, we looked at UA’s policy very closely. Their policy has substantial information on online courses. We directly added what UA had that is applicable and logical.
 - Tim Newman – Have we had any of our faculty look this over? I noticed this is saying that any creative work is allowed to be copyrighted by the University. Under copyrightable works, there is a long list of what is considered. Under “university assigned effort” it says that copyrightable work prepared by an employee in the course of his or her regular employment duties or by special direction shall be the property of the university.
 - Provost Curtis – Let me go back to the UA policy and look over creative works. I think it will be protected. We could insert that any books or research created will not be the rights of the university.
 - Ramon Cerro – I could argue that results from my research are not assigned by the university.
 - Provost Curtis – Because it isn’t scholarly work.

- Tim Newman - A patent is covered by a policy. If it is a patentable work, you used university equipment to generate this work.
 - Provost Curtis – E and F are ok?
 - Michael Banish – Yes. The copyright policy is appendix H of the Faculty Handbook and would cause for the handbook to be updated.
 - Michael Banish – It is important to get the Online/Distance Learning Policy moved forward for SACS. If there aren't any more comments, can I have a motion to move this forward to the full faculty senate?
 - Ramon Cerro – What does the online department say?
 - James Swain – I am in favor.
 - James Swain gives motion to move forward. Ramon Cerro seconds. Motion moves unanimously.
- The meeting then adjourned at 2:30 pm after a motion from Michael Banish, second by Tim Newman, committed affirmed.