



**Faculty Senate Meeting
November 18, 2010
12:45 p.m. SC 107**

Faculty Senate Meeting 512 Called to Order—12:47 p.m.

Present: *Gupta, Mok, Burnett, Fong, J. Johnson, Rountree, Bollinger, Neff, Gyasi, Thomas, Sanders, Hawk, Seemann, Sitaraman, Banish, Ashour, Joiner, English, Milenkovic, Componation, Cassibry, Slegers, Moore, O'Keefe, Warboys, Magnuson, Scholz, Baird, Etzkorn, Aygun, Newman, Slater, Miller, Bonamente*

Absent With Proxy: *Gaede, Newman, Herrin, Mecikalski*

Absent Without Proxy: *Kovacs, Frederick, Wu*

President David Williams:

- Dr. Williams stated if you have read the papers you know the republican party has taken a stand on proration. We will watch closely. The UA System is working with the Representatives to see what the statements mean. We will learn more as the year goes on.
- Thank you for those who participated in the Education Summit on Tuesday as part of the Education week on campus. The Department of Education took a lead role. The feedback was positive.
- The FASTSAT Satellite launches tomorrow from Alaska. Many here on campus and in the community played a role in building it.
- Tomorrow on campus there will be a cyber security meeting lead by Mayor Battle. There are needs for increasing cyber security but also increasing visibility and many here are taking roles in cyber security. Sara Graves will lead the meeting tomorrow.
- Next week the Tennessee Valley Corridor group meets on campus. This partnership attempts to bring components together to bring federal money to the community. Politicians and University representatives from 5 states. Lead out of University of Tennessee, Knoxville. We have been a player for several years but this is the first time to host it on campus. Many leaders in the research community along with congressional representatives new and old will be here Monday and next week. Extending our role in the community both locally and regionally. Thanks to those that helped put various meetings on and look forward to meetings as they go on.
- Want to remind you of Neil deGrasse Tyson the speaker for Commencement.
- Question: What programs are of concern—vulnerable? Answer: no programs in jeopardy but investment in infrastructure of concern.

Provost Vistasp Karbhari:

- Dr. Karbhari reported the Proposal for the BFA received preliminary approval. Will meet with the Committee of ACHE and fast track for fall. Work continues on other proposals—such as MS in ESS, MS in ISTEM, Individualized Bachelor of Science.
- We have been successful in recruiting Ingrid Hayes as the AVPES—replacing Rick Barth. She will start January 3. She is experienced. Thank you to the Search Committee for their efforts and the quick and successful search.
- We have recruited Regina Hyatt to replace Scott Walter. She comes from the University of South Florida and will start January 3. Both positions will be filled by the time spring semester begins. Thank you to the Committee and especially those who served on both Search Committees.
- Access to buildings—discussed this at length with the Deans and we are working on it and will work with Chairs and then hand something out to faculty.
- We are doing a sweep of buildings to look at the wireless network and then put an implementation plan in place for 2011. IT should complete the sweep next week.
- Drs. Boyd, Givens, and Bell will give a seminar in the Library room 111 at 10:00 a.m. tomorrow about their HERS experience.
- A Call went out to faculty regarding the Teaching Professor Conference. We received 3 applications. There will be no committee. The 3 are selected.
- Tim Newman asked if Regina Hyatt is still working on her PhD. Answer: Yes, she is defending in May.

Associate Provost Severn:

- Dr. Severn thanked Carolyn Sanders for her work this fall on the first year experience program that she put together in the summer with faculty to teach. The feedback was very positive from teachers and students.
- Dr. Baird asked what does this program do?
- Dr. Carolyn Sanders explained this is a program for all freshmen to take a course—learning more about one's self, working in the classroom, working relationships, and time management. There were 630 freshmen taking the course for 1 hour of credit with 23 instructors. Will add components as each one becomes strong. Looking at adding learning communities—peer mentors—common reading. Most universities have programs like this. They can be very successful. The course is Charger Success 101.

Faculty Senate President Jennifer English:

- Dr. Jennifer English stated you have my written report. Vision statement forums took place last week. Gave you the *url* to find and if you have input email to the pres@uah.edu—next meeting is Friday.
- The Board of Trustees meeting was very short. Board members needed to get to LSU for the game.

- Faculty Success Center—looking at a person from another campus to come talk about one at their campus to help us put this together. Parallel effort on teaching excellence and other faculty development-- 2 part. The Executive Committee discussed this at length. If you have input would like to hear from you on what you want to see—a Faculty Development office is not here but others have it and we want something here.
- The Executive Committee held a special meeting to talk about Research and Creative Committee. One concern for the Provost is that we may not achieve the desire we are looking for with this committee. He wants to meet again and we will come back with a report.
- The anniversary of February 12 is coming. The Provost met with key people on how to deal with this. The suggestion was to have something the second Friday of every February and to have a memorial—no permanent site yet.
- The seminar by Drs. Lynn Boyd, Sonja Brown Givens, and Diana Bell will be held tomorrow.
- Dr. English noted concern for public discussion of salary increases due to economic times. Staff and Academic Faculty lines--base about equal—4% faculty no prohibition but less than 2 or more than 10 required justification by Chair or Dean—Provost had additional used for gender equity and compression—staff was 3%--could put more if had in recurring budget. Any at VP or above must have approval of the Board.
- Bhavanai Sitaraman question: do you know the base? Dr. Jennifer English responded she did not know.
- Dr. Richard Miller asked if there was any further breakdown? Dr. Jennifer English requested it but did not have the breakdown—if it is important I can push.
- Dr. Richard Miller stated 4 or 5% for those making \$200,000 is more than faculty making \$50,000. Dr. Jennifer English stated the budget unit heads decided staff—not many got below 3%.
- Dr. Richard Miller stated it might be worth the Senate to look into—equity—someone making more getting 8% is much more than faculty--not taking away from administrators doing their job and doing it well.
- Dr. Bhavani Sitaraman stated there is a climate of suspension and distrust. There was a student initiative to ask that administrators' salaries be made transparent. If a person in administration gets 9% raise—there is no transparency of what is being given. Ask finance committee to give report directly addressing issue of administrators, faculty and take all things in consideration. What is the absolute amount of money allocated to higher administration, faculty and staff raises.
- Dr. Richard Miller stated that statements were made for faculty and staff to be at 50% of CUPA salaries for region. Look at 50 percentile and there are personnel far exceeding that and faculty at 25 and 30% so to clear up misunderstandings it makes sense to have a conversation and clear it up.
- Dr. Bhavani Sitaraman asked for information on how Academic Affairs pool is distributed.
- There needs to be a review of summer salary it has been like it is for the last 10 years.

- Dr. James Baird asked for clarification on what he was told on salary increases.
- Dr. Richard Miller stated compression and equity are problematic also. Some made a lot and were given increases and made matters worse.
- Dr. Michael Banish stated he would be blunt in addressing the real issue of an administrator and his wife got more than the faculty in liberal arts did.
- Dr. James Baird asked for clarification on the justification for less than 2% or more than 10%. Dr. Jennifer English stated that some form of above average for the department was determined using FARs.
- There was a question if the pool for VPs and above was 3%. Dr. Jennifer English stated that it was as part of the staff pool.

✚ **Minutes 511:** One correction Mike Banish-called someone to be a proxy. It was not received until after the meeting. Dr. James Baird moved, seconded by Dr. Clarke Rountree to approve the minutes.

✚ **Senate Executive Committee Report:**—Louise O'Keefe moved, seconded by Laurie Joiner to accept the Senate Executive Committee Report. There was 1 abstention.

✚ **Committee Reports:**

Finance and Resources —the Committee has no chair. Dr. Jennifer reported she called a meeting. Ray Pinner came and spoke about a list of things. The fund balance in the college—one way to deal with proration issues—mostly out of institutional funds. Distinguished Speaker Series should have something today. It will be an abbreviation in the spring and then accept at the end of the year for next year which should be full. Dr. Richard Miller asked if the \$1500 is an honorarium and for bringing to campus. If speaker cannot come because of the \$1500 talk to the Senate we do have a small budget. REU will come out. Talked to Bernhard Vogler.

Personnel—Dr. Bhavani Sitaraman reported the Committee is looking at the Handbook and will meet and figure out how to put through the entire set of revisions to the Senate

Undergraduate Curriculum – no additions to the report submitted.

Undergraduate Scholastic Affairs—no additions to the report submitted.

Faculty and Student Development--Dr. Ina Warboys reported no additions to the report submitted.

Governance and Operations-- no meeting. No report.

Employee Benefits—Dr. Jennifer English attended the meeting—the report is on the web. HR is doing a study of possible employee plus one healthcare option. Quick

analysis shows that the average family contract has 2.1 people and the majority of family claims are from 2-person contracts.

Budget Committee—This was the second meeting of the Committee on November 12 and Ray Pinner went through the audits and compliance the university has to go through—most of information is on the website which is "budget and management information office". So far meetings have been a review of how the university gets the budgets—real work will begin next semester. Dr. Jennifer English was asked how the Committee was formed.

Louise O'Keefe explained Ray Pinner sent a memo and asked her to serve. They are trying to have transparency in the budget so there is constituency. You can ask Louise if you have questions—Louise represents the Senate and the College of Nursing—there is someone from resource management, effort reporting, a dean, the secretary for student government, Andy Cling was the Chair on it but he is not going to serve so they need a replacement for him—one from research, a center person, Louise O'Keefe named the members—you can email Louise O'Keefe with questions and comments. She sent the minutes from the last meeting.

There was an announcement from Louise O'Keefe regarding the Faculty and Staff clinic in Spragins--\$5 cost --have minimal budget—charges for immunizations are what it cost the clinic—call and ask if Louise can see you. We augment private physicians. We are there in the morning—We are trying to find new space because this space is on loan for 5 years, we are asking for more money to hire more people—we are saving money for the university—sent memo to the administration to let them know—saving on multiple levels. Dr. Jennifer English commented on the new federal health care ruling regarding the dependents who can stay on a policy up to age 26. If you use FSA you cannot be reimbursed for over the counter medication. The University is self insured—we design our own policy and BCBS is advisory—could raise what we pay next year.

Old Business—Bill 339—Dept Chair Eligibility—adjourned during discussion last meeting—no amendments that were approved—still in debate and discussion—Dr. Jeet Gupta proposed modifying lines 23-25 and change to two parts. First part department chair cannot hold dean or associate dean position and second part—cannot simultaneously hold chair and director position without approval of majority of eligible faculty. Dr. Richard Miller proposed change the vote to 2/3 instead of majority of eligible voting faculty of department and concurrence of college dean and provost. Dr. Paul Componation asked do we need to include assistant dean to the first part. Dr. John Burnett asked if interim chair is included. Dr. Michael Banish asked for clarification of eligible faculty vote. Dr. Bhavani Sitaraman stated that after discussion last time a couple of other things came to mind—dual appointments. How people are evaluated—if chair and director do they have dual reviews—Dr. Jennifer English said—yes. There is nothing in the Handbook about that—second is compensation—two full time positions—there is nothing about compensation—could be compensated twice—nothing about limits. Dr. Jennifer English does not want the Senate body to decide compensation—Dr. Bhavani Sitaraman—there is a limit on what faculty can do and cannot do a good job when over extended—if no limits on

compensation open things up. Dr. Jennifer English wants the department faculty to decide those things—hard time letting Faculty Senate decide what compensation should be. Dr. Richard Miller—not setting compensation per se but setting limits on what can do—like consulting—limit what I can do—spread too thin and doing too many things affects performance and guidelines set and not horrible to think about to set limits. Dr. Jennifer English stated Chairs can buy. Dr. Jeet Gupta stated individuals cannot be paid more than 100%. Dr. Michael Banish stated people do get supplements to the salary. Dr. Jeet Gupta stated there needs to be a separate bill for that. Dr. Bhavani Sitaraman state she is just bringing up the issue. Dr. Clarke Rountree moved to call the question on the **amendment**. None opposed, none abstaining. P

Dr. Jeet Gupta—moved that **lines 31-32** be changed to state that elements of bill take effect immediately. 1 opposed, 2 abstaining. P

Dr. Clarke Rountree moved to call the question on the bill.

Vote on the Bill—2 opposed, 4 abstaining. Bill passes at second reading. P

Dr. Clarke Rountree moved the bill to **third reading**. 2 opposed. 3 abstaining. P

Dr. Jeet Gupta called the question. 1 opposed, 5 abstaining. The bill passed at third reading.

Will go to the Provost as Resolution 10-11-06. P

✚ **Bill 349: Non Senate Faculty to Serve on Senate Committees.** Dr. Jeet Gupta moved, seconded by Dr. Clarke Rountree to forgo the resolution report and move bill 349 to third reading.

Dr. Clarke Rountree moved, seconded by Dr. Jeet Gupta to call the question. 5 abstaining.

Passed at third reading and will go to the Provost as Resolution 10-11-07. P

✚ **Bill 340: Eligibility to Vote in Department Chair Selection.**—Dr. Jeet Gupta moved, seconded by Dr. Tim Newman the bill to the floor for second reading. Dr. Richard Miller—submitted original bill—Personnel Committee modified—with due respect they gutted the intention. The spirit is a good one. Need guidelines of who votes and subjective and left to department to decide—subjective aspect could be manipulated. Some Senate group define objective group to vote—Dr. Tim Newman clarify-- thought terms defined already.—Dr. Richard Miller point in subjective—eligible to vote if 2/3 department vote to enfranchise them and could be manipulated. If want to allow then do it and not left to group to enfranchise.

Dr. Jeet Gupta—just like other bill—want to maintain department and faculty in department to decide and core faculty is tenure and tenure earning.

Dr. Laurel Bollinger—don't like idea of individuals not being enfranchised—not problem in some departments but in department of English not granted tenure earning positions and have lecturers and would alter politics of department and what understand as department chair.

Jill Johnson stated the Committee discussed this extensively and worked on bill—some people on committee felt like if include research faculty to vote should allow lecturers to vote—status of lecturers from department to department very different. Lecturers in our department as much as any other faculty—what they say is considered. Some places makes sense to allow and some where lecturers outnumber tenure earning faculty or either party not as involved in function of department—discussed long time so came up with idea of allowing enfranchisement by vote as way to balance—let department decide what is appropriate. Year to year could change. Dr. Richard Miller stated it is mainly tenure and tenure earning but wanted to include others.

Dr. Roy Magnuson—stated the process is straight forward--the ambiguity is with the class or individual—is it permanent or for particular vote. Jill Johnson stated the intent would be for class—clarify in bill. Kathy Hawk asked is this for full time lecturers—ongoing? The answer was—yes. Dr. Carolyn Sanders—stated she agrees with Jeet Gupta's philosophy—way to gain position through lecturers-lecturers part of reality do need to include when have status. Dr. Jennifer English—state ECE allowed lecturers to vote separately and submitted opinion. Dr. Michael Banish—asked do we want to agree with administration to allow more lecturers –bad message to send.

Dr. Jeet Gupta stated the —department chair is appointed by the dean.—The new administration had extended the concept of clinical faculty across the board.

Dr. Richard Miller—intent not to exclude anyone—has to be benefit for voice for academics to be tenure or tenure-earning faculty and should have stronger voice in processes—if enfranchise other people—people should have demonstrated long term commitment to viability and health of department. Does not ultimately benefit. Dr. Laurel Bollinger—reduced time can appoint lecturer so can be let go quickly –not well being of faculty. Dr. Bhavani Sitaraman—not evaluated by chair—lecturer, clinical, research not same some not evaluated by chair and some are not same investment—Handbook is not clear on voting and composition of committee different in different colleges—as a body we make clear by restricting or if expand don't know consensus on all categories. Bill allows department to treat differently one group.

Dr. Tim Newman—have some language to clarify—Line 14—beginning—"any one or more or other faulty class".

Line 14—"next" before secret. Dr. Newman made this an amendment. Dr. Jeet Gupta seconded the amendment—2 opposed 4 abstaining. The amendment carries.

Dr. Jeet Gupta called the question. Failed.

Jill Johnson moved to adjourn.