



**Faculty Senate Meeting
January 20, 2011
12:45 p.m. SC 107**

Present: Gupta, Mok, Burnett, Fong, Stewart, Rountree, Kovacs, Neff, Sanders, Hawk, Sitaraman, Banish, Joiner, ENGLISH, Milenkovic, Componation, Cassibry, Moore, O'Keefe, Warboys, Herrin, Mecikalski, Magnuson, Scholz, Aygun, Slater, Wu, Miller

Absent with Proxy: Bollinger, Seemann, Ashour, Newman, Bonamente, Baird

Absent without Proxy: Gyasi, Thomas, Frederick, Slegers,

The meeting was called to order at 12:45 by Dr. Jennifer English

President David Williams:

- Dr. Williams expressed his best wishes to the Senate for the new year. He reported the University Financial Offices are meeting in Birmingham to make reports on the state of the University following external audits. We are clean as we can be per Ray Pinner and we are in a sound financial situation. We are in the process of establishing relationships with the new administration in Montgomery to assure that they are aware of North Alabama and the role we play in the region and the role we play economically as well. Interactions are good. We expect visits at the appropriate time.
- We are at a stage very soon to present plans for a new student center which is in the master plan and has been discussed on campus at length. The leaders of the student organizations and Regina Hyatt will take trips to examine the latest in student union architecture and ways to incorporate the student center in the campus put some focus on recreation along with education. This will go along with the new infrastructures on campus and we will keep you informed as we progress. We hope by the April Board Meeting we can present these things to move ahead with construction at the appropriate time.
- The Search for the Advancement VP is in the final stages. The information has gone to the campus. Riis Gonzales has been on campus and there will be two more candidates on campus next week. We hope to announce an appointment soon.
- Thank you for your support to the Harris family in the untimely death of Jim Harris. Thank you for coming to the celebration of his life. We have announced a search committee to seek a new Athletic Director. Dr. John Horack is Chairing that Committee. Brent Wren and Kristen Scroggin are faculty representatives. Kristen is a leader in expanding our campus participation in Athletic functions and Brent Wren is the faculty representative to the Intercollegiate Athletics. Tonight

is the 4.0 recognition for the Athletes. We have 24 of them. The Deans will be there. I encourage you to come and support those that show high academics and representatives as athletes. Shortly after that you can view number 7 ranked basketball team who have an average 3.8 GPA and only failed to graduate 2 in the life of the coach. This is something worth celebrating. I encourage you to come celebrate.

- Dr. Karbhari is out of the country on a family emergency. You may address your questions to President Williams or Dr. John Severn.
- Dr. Richard Miller stated he understood that the goal was minimizing salary compression and raise salary when possible to the 50th percentile. He has seen the data that in the last raise pool and it resulted in increased compression and a move for some away from the 50th percentile and some was given to those who are already above this percentile.
- President Williams responded that when raises are not given in three years it is difficult to deal with compression and those below the percentile when others we compare to have not been in that situation. We are in catch-up mode to reach the goal. Several years of ongoing raises would be needed to deal with this problem. The Deans and the Provost made the choices for merit increases and they reflected actual merit and they may or may have gone to the goal of raising some to the 50th percentile I don't think I should interfere with that.
- Michael Banish made the comment that UAHuntsville Spring break does not coincide with the public schools spring break. He asked the question will it coincide in the future. Dr. John Severn answered that last year the city schools decided to move their spring break well into April and that meant that we have to divert. Until the public schools come back to March we will not coincide.
- Dr. Michael Banish commented can't you guys get together and figure this out. All is known well in advance so can't you sit at a table and make this work for everyone in the State. Dr. Williams commented he admired Dr. Banish's optimism but it might be overstated. There are other issues important to K-12 in this community and the threats to the 2-year system and chances of getting this dealt with around the table is not likely.
- Dr. Clarke Rountree commented that the Governor's inaugural speech was not optimistic. Do you have any idea of proration. President Williams stated the short answer is no. Ray Pinner believes we are in a good spot and he is not overly concerned. It is not unlikely to have the administration come in and say we need to cut. There has been some increase in spending and they might wait on proration. It is all speculation and we will have to wait and see. We believe we are in a sound enough position to ride this out but until we know the number we cannot be specific.
- Dr. Williams stated that Dr. Karbhari is going through some challenges right now in more ways than one and notes of support would be good. Give him whatever support you can.

Larry Cantor and Regina Hyatt:

- **Larry Cantor** and Regina Hyatt are here to provide a joint message—Regina started at the beginning of the year and is very enthusiastic. Larry Cantor reported he has been in Madison in private practice—he was one of the first responders during the tragedy—we needed him part

time in the spring and he stayed in the spring and the director position came open and he applied and got the position. From the beginning Dr. Karbhari and Dr. Severn had a goal to expand. He has been talking with student services, public safety and wanted to talk to you and let you know if you need anything please contact his office. He reported they use the Psychotherapy model. Self referred available and it is a free service. Talk to you for the first session and if within the model they will help get you with someone in the community to provide what is needed. We are available. Regina is very supportive. If you have a student who has come apart in class—call and we will get the student in. We've hired new therapists and we will have another later. Have crisis hour in the schedule. This is for someone who can wait. If you call and think a student needs to come in now then it is a real crisis and you should send the student over or bring them over. Faculty have to make the judgment as to whether the student can come alone or do they need someone to come with them. Had a meeting this morning with the academic coaches about assisting students. We will get with Carolyn soon to add counselors to the first year experience and talk about adapting to college life. Also we have disability services—posted on internet about accommodations. Students have to come to us and ask for help and they have to fill out forms and then we can determine if services are needed then we will send a letter to the faculty. This year we are requiring faculty acknowledge receipt of the letter. If you ask for accommodations not on the list get back with us. Gail Seemann is the coordinator for those services. There is a behavioral and threat assessment team—we are working with this group. If there are people who you see who raise your eyebrow, report them to someone who can assess and determine if there is a problem. We are working on the mechanism for that. Call someone on the list if there are problems. If you have concerns call the center, or Dean Hyatt and we will respond. When an issue comes up there is no feedback to faculty—there are confidentiality issues. Through the BETA group you will get feedback on referrals. Anniversary of the Shooting—talked to Laurel Long about this. The ceremony should be a short, quiet, legacy of those who were victims. Not a great deal of counselors—there will be a reduced case load and we will be available. Trying to get the therapy dogs back. Spread the word the counseling center is available. Make arrangements for counselors on campus for faculty and staff who feel they need to talk to. EAP service will be available.

- Richard Miller stated the National Organization says there should be 1 counselor for every 1500 students. That is not true here do you have support? Larry Cantor responded yes we hired a new counselor and as business increases we will include more. We are going about telling people about what is available. We are in MDH 136 and at Ext 6203.
- **Regina Hyatt** stated she echoes what Larry said—when you encounter students of concern send them our way—we want to be a resource to you in this and other areas—if there are ways we can help you let us know. If students are doing exceptional things let us know. If things around campus communicate and we will help you. New website should be up on Monday (uahstudentevents). We want to help you promote good works. We are in UC 114 and we welcome visitors and we want to see new initiatives around campus.

Senate President Jennifer English:

- Dr. English reported that you have the notes from Dr. Karbhari. I will be glad to forward questions you have. The resolutions responded to are on the website.
- There was a memo from Gloria Greene sent out and you may have seen it come from your Dean or Chair. Dr. Karbhari is trying to work with Dr. Horack and Gloria Greene and get the RCR phased in. Dr. Richard Miller asked for clarification from his chair and asked if he can cancel classes to go. Dr. English responded that the Provost would probably say no to that and not being able to attend will not affect getting proposals out. If anyone has issues getting proposals out please let the Provost know immediately.
- If you are teaching 100 or 200 level courses please get midterm grades turned in. Dr. Rountree will say more about that.

Senate Minutes:

- The Minutes from the last meeting are attached—Dr. Gupta moved , seconded by Dr. Banish to approve. The Minutes were approved.

Executive Committee Report:

- The Executive Committee met and you have the report—Dr. Rountree moved, seconded by Dr. Banish to accept the report. The report was accepted.

Finance and Resources Committee:

- Dr. Jennifer English reported on the Finance and Resources Committee-The Committee still has no chair they did not meet in December. There was an abbreviated Distinguished speaker call sent out and the deadline was extended until Monday. If you want to have someone with Honors they can chip in. We will get something more extensive on the distinguished speaker series later and we will get the REU out later.

Faculty and Student Development:

- Ina Warboys reported she has no additions to her report for the Faculty and Student Development Committee. The OSP investigation matter is complete and closed unless there are other questions per Jennifer English.

Governance and Operations:

- Jeet Gupta reported he has no additions to his report from the Governance and Operations Committee. There are two versions of the bylaws, one with tracking and one edited version. Please read through and get back to Jeet Gupta or a Committee member. Jeet Gupta did not change the gist of chapter one—just cleaned up the language.

Undergraduate Curriculum:

- Laurie Joiner reported regarding the Undergraduate Curriculum Committee. She sent out the updated list of actions.

Undergraduate Scholastic Affairs:

- Clarke Rountree reported the Committee is working on four bills that are mentioned in the minutes. One bill in particular was prompted by Janet Waller at the last meeting. Faculty are neglectful in turning in midterm grades and we will have a bill and hear more about that later. We encourage faculty to turn in grades. You will be notified by Janet Waller for midterm grades. You are only required to put in U or S but you can put grades if you want.

Personnel Committee:

- Personnel Committee had no written report. They are working on the handbook and edits for that. They are waiting for Jennifer English on more materials.
- ✚ Jennifer English reported she met with the Advancement candidate yesterday and she will meet with the others as they are brought to campus. If you have specific questions get them to her.

Old Business—Senate Bill 340—Eligibility to Vote:

- Ended by adjournment—note that line 14 should say "committee work on" but disagree and the first two Whereas' were changed to reflect tenured and tenure track only faculty voting for department chairs. Apprehensive about restricting rights but tenure and tenure earning have the most long term commitment and their voice should be heard. Jeet Gupta thinks the bill does what we want. Louise O'Keefe-doesn't think we need the bill—it does not apply to many. Richard Miller talked about the motivation for the bill was due to problems in the department and he wants to make it uniform. John Burnett asked are elections binding or are they recommendations to the dean. They are recommendations per Jennifer English. The ECE Department had two groups forwarding recommendations. The tenure and tenure earning and then research and lecturers. Richard Miller stated it is not uniform regarding recommendations. Jeet Gupta stated this deals with that. Carmen Scholz reminded the group of what Jennifer English's department did. Laurel Bollinger said in some departments the majority are not tenure or tenure-earning. There are many lecturers. It was stated the tenure and tenure track are here for the long run and they have different stakes. The recommendation should come from those that are here for the long hall.
- Jeet Gupta moved, seconded by Ina Warboys to End debate. 19 for, 5 opposed, 6 abstaining
- Jeet Gupta moved, seconded by John Burnett to vote at second reading. 16 favor, 14 opposed, 3 abstained.
- Jeet Gupta moved, seconded by Ina Warboys the bill to third reading . 10 favor, 15 opposed. The bill will be on the agenda at third reading as old business at the next meeting. Talk to faculty and bring concerns.
- ✚ Richard Miller stated he has seen the Senate Resolutions on the website and he appreciates The Provost's effort to make responses but he feels strongly about the research committee and the response and meeting. Jennifer English stated the Executive Committee talked about this last

week and about establishing an ad hoc committee because this is not their fight and many of them do not have the background—those with the real interests should deal with this. Richard Miller said the way he read the Bylaws we don't need the Provost's permission to set up a committee in the Senate. He understands it is the Provost's concern that there may be overlap but faculty need to interact with administration to let them know their needs. Since they voted to do that he would like to encourage the Senate to move forward and populate the committee even if overlaps with some already in place such as Research Council. Research Council is not responsive to needs—if we can't help ourselves and be a voice. —Populate the committee and move forward. Jeet Gupta stated we cannot set a committee of senate without approval. We can set up ad hoc committees but if it is a standing committee we do have to have approval. Richard Miller stated waiting 5 months is not responsive. Bhavani Sitaraman stated the bylaws set up restrict us and we have to wait for approval. The debate and time are useless if we have to wait for approval—it is all a waste of time if we don't have some measure to move forward. Way things are it is easy to deny. We need to change the Bylaws. Jeet Gupta stated we will look at that when we get there. We can set an ad hoc. Roy Magnuson asked is there a means to propose legislation? Jennifer English responded yes, anyone can. Carolyn Sanders stated the way procedural is to set an ad hoc committee and populate it now. Jennifer English stated the biggest issue is that some things you may want to do outside the purview of the Senate and this may still not solve problem. The Provost is concerned about the language. He wanted to talk to the Executive Committee and the Executive Committee thinks we should have an ad hoc committee and come up with something that works. Clarke Rountree stated we wanted an ad hoc committee and meet with John Horack and Provost Karbhari and hash out the differences and concerns. Some stated we have to establish autonomy. We should be able to establish committees. The Ad hoc is the faster way to get what we want. One is long term. Changing bylaws is long term and requires approval of the Board. Ina Warboys made a motion to form ad hoc committee to work with John Horack and Provost Karbhari and resolve the issues, Jeet Gupta seconded. It was stated that no motion is needed—the plan is an ad hoc committee—anyone opposed. Carolyn Sanders stated please include Creative in the language and the committee. If interested in being on the committee let someone on the Executive Committee know and we will arrange for a meeting with John Horack and Provost Karbhari.

One new bill—passed at first reading Bill 350 Conflict of Interest:

- Clarke Rountree moved , seconded by Ina Warboys the bill to second reading, Richard Miller stated he thought this was already a bill, he thinks this already exists—Richard Miller stated he stands corrected—this is teaching immediate family members of the supervisor. Bhavani Sitaraman asked if this is a FERPA question. Jennifer English stated that part is ok. John Burnett asked if someone could shed some light on this. What is the purpose of this exercise? Jennifer English stated it was sent to us as bill. There was a question if this is a legitimate concern. Jennifer English stated the bill was edited with the permission of the author. Felt this was a compromise from the original bill. Concerns—all kinds of instances—how many will remember

to actually do this. Jeet Gupta stated we do not need bill on this. The department chair not the administrator in many instances. He agrees with John Burnett. This requires more work.

✚ Roy Magnuson moved, seconded by Jeet Gupta to Adjourn.

✚ This bill 350 will be under old business at the next meeting.