
FACULTY SENATE MEETING # 541

October 24, 2013

12:45 P.M. in SC 107

Present: *Wai Mok, Fan Tseng, Chris Allport, Charles Hickman, Dan Sherman, Keith Jones, Pavica Sheldon, Derrick Smith, Joe Conway, Joe Taylor, Linda Maier, Christine Sears, Carolyn Sanders, Nick Jones, Andree Reeves, Eric Seemann, Bhavani Sitaraman, Mitch Berbrier, James Swain, Kader Frendi, Jeff Evans, Ellise Adams, Kristen Herrin, Anna Benton, Marlena Primeau, Peggy Hays, Phillip Bitzer, Luciano Matzkin, Carmen Scholz, Tim Newman, Richard Miller, Lingze Duan, Nikolai Pogorelov*

Absent with proxy: *Debra Moriarity*

Absent without proxy: *Deborah Heikes, Ying-Cheng Lin, Junpeng Guo, James Blackmon, James Baird, Craig Cowan, Leonard Choup*

Guests: *Robert Altenkirch, Brent Wren*

- Senate Meeting Number 541 was **called to order** at 12:45 p.m. by Dr. Mitch Berbrier, Faculty Senate President.
- Asks for motion to suspend the rules until after administration presentations. Charles Hickman motions. Wai Mok seconds. *Ayes carried the motion.*
- President Robert Altenkirch
 1. Growing enrollment has had a lot of work. Freshmen class went up but total enrollment did not. HURON, a consulting group brought in to make analyses and recommendations to UAH, were here October 16th and gave preliminary final presentation to President Altenkirch, Brent Wren, and Ray Pinner. HURON will be back on October 29th. They will give UAH their analyses and recommendations by end of this month and UAH will look at what to implement. Some of them are already being implemented.
 - a. **Redesigning recruiting events**, particularly the materials that are used – videos, PowerPoints, etc. There's now one comprehensive presentation. For example, there was almost no discussion of housing in a recruiting event last year; there is now.
 - b. **Redesigned a campus tour**. First thing when someone comes for a tour is to watch a video which will prepare them. A lot of students speaking in it. Then the prospective student will take a tour. Tour script is being revised. Also working on individualized tours. Prospective student can go onto website and submit what they want to tour specifically, then will come to UAH and see only those things.
 - c. **Moved orientation** from Admissions (folks trying to get students into UAH) to Student Life (folks who deal with students while they're at UAH). Orientations are much livelier than they used to be.
 - d. **Graduate School**, Dave Berkowitz – charged to look more outwardly rather than inwardly. Moved around Research Park and Redstone Arsenal and talked to CEOs and

HR people at companies to find out what they would like to see. We then try to match those offerings, or alter to match them.

- e. One of their strong recommendations is to **consolidate all of the student services** in one place. Have a one stop for prospective students, visitors, and parents. Madison Hall comes into play here.
2. **GER Committee.** Dr. Wren involved and Dr. Word leading. Concept is to streamline the general education requirements and make it easier for student to transfer, or when student is here, make it less difficult to change majors. The overall amount of general education requirements won't change, just the way it's structured. Hopefully will have GenEd revision done by next August for the fall semester.
3. **Website redesign** is moving along. iFactory has worked on the architecture of the site, putting together links that will show up and what is under links to make navigation easy. UAH has over 100,000 webpages, but only 600 looked at more than 1,000 times. So don't need that many webpages. A high percentage of hits on the site come from a mobile device. Statistics show that the frequency of hits from a mobile device here is much higher than average, so it's important that the mobile device site works. This company designs sites in components; they are just organized differently on mobile site than on PC site. Look at Yale School of Engineering and Applied Science for an example. Same architecture/structure for our mobile site. Website launched next August.
4. **Provost search** should be finished in December. There are airport interviews next week. Then bring recommendations of handful of people back to campus before end of semester.
5. Continue to implement the **Retirement Option Plan**. 32 people signed up. Have deployed 8 positions. Some are for curricular needs and some are in strategic areas.
6. **Roberts Hall:** 3rd floor renovated for Department of Education to move. Renovation of **Recital Hall** is underway.
7. **Campus signage group** working on redesigning campus signage. A lot of the signs are faded, the way finding signs are not that good, so we want to improve that.
8. Construction projects. All of these are on track.
 - a. The **Nursing building** is on track.
 - b. **Campus greenway** – parking lot in front of the library is closed. Some of it has shifted towards Nursing, across from Spragins. Parking space statistics after making this change: added 3 handicap spots, so now there are 9. Lost 7 spots overall. The lot that's next to the parking deck that's being used for prep site for construction will open back up and give a total of gaining 76 spots before the library lot was closed. So not losing parking, it's just shifting.
 - c. **Charger Union** is on track. Regina Hyatt says they will start moving in on November 16th and finish it in January.
 - d. **The Rise School** is finished. It's behind Olin B. King Technology Hall. There are 3 portable buildings with a playground and a tricycle racetrack. The Rise School is a school for developmentally challenged preschoolers. The idea is to mainstream them so when they leave the preschool, they are no longer special needs children. Linking them up with Department of Education and Nursing.
9. Projects that are underway or are about to be underway.
 - a. **Madison Hall:** depopulate it, tear it down, and rebuild it. It will be the visitor center, all student facing services, and administrative offices. If carried out within timetable, will begin January 16. If tear it down, first thing we have to do is vacate it, and therefore we need a place to put people. The move from University Center to Charger Union begins to presents an opportunity to do this. These buildings are in play with the vacation:

Nursing, Charger Union, SKH, UC, Wilson Hall. Idea is there will be movements in and out of all of the above buildings. Want to minimize the number of double moves. Also want to minimize each individual renovation cost because anything over \$750,000 has to go to the board and it slows it down. The number of double moves is down to a very small number. University Center is going to transition into a training and conferencing center. Maintaining Food Service and Professional and Continuing Studies will move into the University Center. The first move that allows the Madison Hall project to move forward is to move the Army out of Madison Hall and into the bookstore area in the University Center. The Army likes it. It's out of the way. We will build an entrance for them on the backside of the building so traffic of Army Personnel in and out of front door will be minimal. The bookstore area will be renovated for the Army to move there from the 3rd floor of Madison Hall. The Army will help with the cost. It is more than \$750,000 so it has to go to the board in November for first phase of approval. Because Professional and Continuing Studies will move out of Wilson Hall, this opens up more classroom space and some office space. Plan is to relocate 2 health clinics on the 3rd floor which is the simulated hospital. Very minimal renovation to make this happen. There will be 2 separate entrances and 2 separate waiting rooms, but the staff can share some of the equipment and facilities. Madison Hall would contain all of the student services and administrative offices. Shelbie King will remain administrative offices, and some administrative offices in Madison will move to Shelbie King. Nursing will move from Wilson into Nursing. This will cascade when Charger Union opens up and we can begin to process moving some people temporarily to University Center for a short time. A summary of all of the moves is in the Executive Committee Meeting Minutes as an Appendix. So if looking at spreadsheet, the highlighted areas have to move twice. Tried to minimize that. The idea is when you come in the circle off of Sparkman, half-way around the circle you will be looking right at visitor's center, student services, etc. By tearing it down, we get to fix the architecture. It's also cheaper to tear down and rebuild than it would be to renovate.

- b. **University Drive Entrance.** This will probably go to the board for approval in February. It's the same architecture as the Sparkman entranceway, just not as elaborate. It's set back from the street. There are light poles that are under the jurisdiction of the federal government because it's a federal highway. Then there are the utility poles which are under the jurisdiction of the city. The entranceway is unsightly with the poles so we've been working with federal government (the USDOT) to move the lights to the other side of street, because have to have those. It's possible to bury the lines that are on the poles, it's inexpensive, but it takes time to get this to happen. We are planning to move the brick sign closer to the street. There is a 43 feet required setback so the walls must be 43 feet from the street. The Sparkman entrance is 40 feet. Then we can build walls with the poles in place and then bury the lines later. Don't want to wait 2 years to build the entranceway because want to bury the lines first. So the compromise was to build the walls as close as possible to the street and then think about burying lines. The problem with burying the lines is that there are a lot of lines on Holmes. So if you stand on the second floor in Charger Union and look across Holmes, you will have all of these lines right there. Those lines can't be buried because they are high voltage transmission lines. So the city will work with us on relocating those lines to University Drive, but they have to be in the air. So we have a choice – we can get rid of one set of lines, but not 2 sets. So the question is: where do you want the lines? On Holmes, where they can be seen from Charger Union, or on University Drive? That's independent of building the

entrance wall. Will go ahead and build the wall and then decide what to do with the lines.

- Mitch Berbrier: If we decided to get rid of lines on Holmes and leave lines on University, wouldn't we be better off having the entranceway a little further back than where we are planning on putting it now?
- President Altenkirch: No, because these lines will be relocated to run up University. We think they have to be located on the same side they are on now, not 100 percent sure. But we have some latitude as to where they go. So we can move them closer to the street. So it's now best off building the entranceway now, and dealing with the lines after the fact. Will need to make renderings on how two options look.

Questions?

- **Unidentified Senator**: On the other side of the main campus, Technology Hall, we have some 1500 students in the building. There's no eating place for the students who cannot go between classes. They sit in their cars to eat their lunch because everything is in the center of campus, across Sparkman.
 - President Altenkirch: Agree, and this new layout will reduce some foot traffic across Sparkman. Ultimately, with the exception of Cramer Hall, we do have to look to moving everything across the street. Can't say it will happen within 3-5 years, but this is the notion. But you're right, the location of that building isn't good.
- **Unidentified Senator**: Is it possible to build a bridge across Sparkman?
 - President Altenkirch: Been here 2 years and frequently drive under bridge on University. In 2 years, he's seen 1 person on that bridge. Statistics say people won't use bridge because they don't want to climb up and down it. It's really expensive and the return on investment isn't good. There are drawings of digging down to build Charger Union under a bridge on Holmes, at the time that cost \$9 million. So on Holmes, there will be a wide speed bump and a pedestrian light that flashes to oncoming traffic, then it goes red and the pedestrian walks across. That's probably what we will do on Sparkman. Sparkman is dangerous. Also think the crosswalk is in the wrong place.
- Tim Newman: Received a **letter from Human Resources** about a month ago. It is a **Notice of Material Changes to Notices of Health Plan Information Practices for University...** It said the plan disclosures were different. So he pulled them up and highlighted 6 areas on FSA plan where plan was a little bit broad or vague. There are two specific areas he wants to talk about. One, on certain marketing activities, the university is reserving the right to communicate with faculty about treatment alternatives. He doesn't agree with this and doesn't necessarily like it. Thinks there is an opportunity for abuse in this. In addition with the data aggregation and also with that treatment alternatives, he and his family went to healthcare provider recently. They received the receipt, but the diagnosis on the receipt was not consistent with the prescription. So he called the healthcare provider and asked which one was correct. They said the prescription was correct. He asked how is that the diagnosis then because the diagnosis and prescription were for opposite things? They said that they just mark that condition on everyone. So when aggregating this information and using it for research purposes, there is the saying: "garbage in, garbage out". UAH may not be getting reliable information so thinks it would be a tremendous mistake to offer treatment alternative when don't know what true diagnosis was. This is also a concern for him because over

the years, he's seen legal counsel at the university take a somewhat gratuitous reading of documents, and thinks we are in a situation now for faculty to be protected from those readings. We have to have things spelled out crystal clear in every document we have. The letter alerted him to the document. The document is on the Human Resources website. Flexible Spending Plan Privacy...

- President Altenkirch states he hasn't seen this document, but he did see the letter.
- Mitch Berbrier: Question for Tim Newman – said that the alternatives were under “certain marketing activities”, but didn't mention anything on that.
 - Tim Newman: Don't know what “certain marketing activities” means.
 - Richard Miller : The fact that it's under marketing and not under healthcare suggests that it's for commercial purposes, not to better healthcare.
- Tim Newman: So under the “certain marketing activities”, you can be communicated with about services offered by the plan, but there is also the blurb about treatment alternatives under it.
 - President Altenkirch: Hasn't read it so can't react to it. Would say that someone would need to explain why the changes were made. He's never been asked about the changes, so doesn't know where they came from.
- Tim Newman: Suspects that many of the items were already there and the changes were minimal, but the letter caused him to go look at it carefully. So some may be new and some may be old. At least 6 instances there based on gratuitous readings in past, those could be construed.
 - President Altenkirch will ask about it and see where it came from. He can tell you from his experience with using BC/BS that the bills and notices are incomprehensible.
- **Unidentified Senator**: Mentioned the redesign of the UAH website. He wishes the university would provide help with research groups' websites to make them look more professional.
 - President Altenkirch: First the iFactory comes up with the navigation structure. Then they begin the artistic design so there's a template. You will have access to that template. It will cascade down to lower levels. So you can get help. Wants to add two to three people to help manage the university website, but will finish building the design first so they know what kind of people they need. There will be a web-team when iFactory is through with their redesign to help you with the implementation. It won't be the IT people because they are responsible for chargernet as far as the web goes. Chargernet is an entirely different setup. It is much more technical and it's not very pretty. All universities use it. It's a Sunguard product and everyone uses it. That is separate. You will have access to the template design.
- Bhavani Sitaraman: Is a bond issue involved with the renovation? Did you look at the impact and affect it will have on tuition?
 - President Altenkirch: The renovation of University Center is about \$1.2 million, and a good chunk of that will be paid for by the Army because most of the renovation is in the bookstore. The remainder will be taken out of the fund balance, which is around \$160 million. The system all together has over a billion dollar fund balance. There's some pressure to depleting that fund balance. The

small renovation projects will be paid for out of the fund balance. The rebuilding of Madison Hall – the people who do our bond sales are doing an analysis to see if we have more debt capacity that won't cause us to get a downgrade on bond rating. If the analysis comes back that yes, we have more debt capacity, then if we take on about \$20 million worth of debt, will our bond rating change? If the answer is we have the capacity and the bond rating won't change, then we will work with system to make a decision as to how much debt to take on and how much to take out of the fund balance, so a combination of the two.

- Bhavani Sitaraman: Will we look at the impact of this down the road on possible tuition?
 - President Altenkirch: That's all tied into the analysis if we can take on more debt capacity. No we don't want additional debt to impact tuition, more than "usual", so that's all in the analysis. We have to have the revenue stream to support the debt service. There are different debt vehicles now. In the last issuance, we split between long-term debt and bank loan. Received pretty good interest rates. The people who do our bond sales and our analysis are good. We will not take on additional debt that will mess up our bond rating and cause us to hike up tuition out of ordinary. Thanks everyone.

- Brent Wren: Just under 2 months away from **commencement**. Reminds everyone that it's on a Sunday this year, rather than the usual Saturday morning. Sunday afternoon at 2pm at Vaughn Braun Center. Had to move it because the hockey schedule came out late and there's a game that Saturday. So commencement is Sunday, December 15th at 2:00 pm.
- President Altenkirch: The commencement speaker is Tasia Malakasis who owns Belle Chevre, a cheese company. She has a Bachelor's Degree in English from UAH. She will talk about entrepreneurship.

- Mitch Berbrier: Approval of the minutes and the Senate Executive Committee report.
- Charles Hickman motions to approve minutes of Senate Meeting 540. Eric Seemann seconds.
Ayes carried the motion.
- Tim Newman moves to accept the Executive Committee report. Charles Hickman seconds.
Ayes carried the motion.

- Reports:
- President Berbrier:
 - **Chancellor Witt** will speak at the Faculty Senate meeting on January 9th, specifically to address the Faculty Senate. Asked him to come talk about his vision for the system and UAH's place in it. Regular time and regular senate meeting. All faculty are welcome to attend.
 - Spoke with President Altenkirch a few weeks ago about realignment and developing an actual **policy on realignment**. There was an ad hoc committee within the Faculty Senate headed by Tim Newman a few years ago to deal with some issues then. They came up with a report which, after a year, realized was going to be completely ignored. But now President Altenkirch says it's an impressive report and thinks we should have a policy and agrees with the Faculty Senate. So putting together an ad hoc committee to take that report and turn it into a policy.
 - **HURON committee**: Report is due this semester. Will get the preliminary full report next Wednesday at the meeting, and soon after, maybe the 29th, will get the full report. President Altenkirch is focusing on some recommendations already made that are

obvious, such as consolidating similar functions in the same place and making them more accessible to students. They've done a lot of research on target markets and what we are missing and we are not seeing. So still waiting on final report, but should be interesting. Richard Miller is now on the committee, so there are 2 faculty senators on it now.

- Richard Miller: Can you tell us what role faculty has played in contributing to this report so far?
- Mitch Berbrier: Was also brought in a little late and missed the first 2 meetings. They had already been on campus and been around and had spoken to a lot of people by the time he came aboard. So not sure how many they have spoken to. Their focus was more on processes of enrollment, etc. He did ask President Altenkirch about making sure that Faculty Senate is consulted once the report is made. Anticipates that somebody will present those things in detail to the Faculty Senate.
- **General Education Requirements committee:** Wants to add to what President Altenkirch said. Dr. Word is guiding this process because it's her expertise. She's being very methodical in getting the principles down. The third meeting is tomorrow. She's also being democratic in getting everyone to come to some understanding about what is the definition of General Education on this campus, and what do we want out of General Education? Definition that fits the abstract, broader idea of what General Education is, as well as the needs of this campus. It's a very ground-up and democratic process with a lot of faculty input.
 - Carmen Scholz: At one point there was talk that the credit hours were going down from 128 to 120. What does the President say about this?
 - Mitch Berbrier: We asked him about that in the Executive Committee meeting. There are a lot of people around campus who have heard that there is some kind of mandate to move from 128 to 120. Started looking into it. President Altenkirch said at the Executive Committee that he never said that. He said they wanted to get everything to a maximum of 128, but he never said there's a mandate to get things to 120. Still trying to track it all down, but at least one program, Economics, has moved to 120. There is the option to move to 120. Any other programs moved down?
 - Carmen Scholz: Well we can move down to 120, but it would not leave any room for electives or remedial courses.
 - Mitch Berbrier: It sounds like there are pressures to move down to 120, but no policy to move down to 120. Where the pressure is coming from – probably from looking at other universities. There is some federal granting agency that won't give financial aid beyond 120 at some point so pressures there. Pressures to cut cost of university education. So people are hearing these things. 2 different people in 2 different colleges who have been involved in program refinement say they can see the writing on the wall – everyone's going to 120. But the President is saying he never said everyone has to go down to 120.
 - Richard Miller: The Associate Provost and the President said they are going to speak to the deans about this because they suspect some of the miscommunication is being filtered through the deans but there is no mandate to go to 120.
 - Charles Hickman: Was at Calhoun Community College this morning encouraging students to come to UAH. He asked one of the classes there who all was

- planning to go on past their Associate's. One said narrowed it down to UAH or Athens, but Athens only requires 120. So it is an issue with recruiting.
- Mitch Berbrier: Somehow it's been discussed at dean's meetings, and apparently one or some misinterpreted it and word got out. So still trying to clarify because there can be pressure. Carmen's points about the GER make a big difference. If we are doing this GER committee, if there's a 120 mandate it's completely different versus 128. Concerned that if you don't have a policy one way or other, you will have certain programs going down to 120 and everyone else will feel the pressure to do that, or you lose majors. Will talk more about it. Maybe will assign this to some committee.
- **Faculty Senate membership changes:** Dr. Cerro resigned from the Faculty Senate and asked his chair to replace him. Waiting to hear from them. That's impacting the Personnel Committee because he was their chair. So we need a new chair for that committee in short order since there is business in front of them. There are also changes as a result of the split in Physics. Physics had 2 senators, but both of them were transferred to Space Science in the split, Jakobus le Roux and Nikolai Pogorelov, so they elected to have Dr. Pogorelov be their first ever representative from Space Science. The Department of Physics elected Lingze Duan as their sole representative for now. In January, there will be another member joining Physics, so they move up to 2 senators. Therefore, they will need another election then for the other senator.
 - There are many issues going on right now on many committees. So **bills and resolutions** are forthcoming.
 - Tim Newman: Have you heard anything from the President about the status of our bylaws changes, the faculty handbook changes, the BETA Policy change, and that Senate Resolution asked about a week ago about the cross-boundaries?
 - Mitch Berbrier: No on all. Last heard, when asked him about the BETA Policy mid-September, he said by end of October, so will ask him about it again. Faculty Senate handbook – he was actively working on it during the summer, but hasn't heard anything since then so time to ask him again about it. The Resolution – he hasn't gotten back yet.
 - Tim Newman: The bill was passed 18 months ago and the senate has had no response at all. This is getting extreme. We need to have timely responses to senate action. If it's no, then it's no. It's Senate Bill 366, Senate Resolution 11/12-10. Suggestion on bylaws – understands the faculty handbook will require extensive review by administration, but the by-laws are governing operations for this body that really don't affect the rest of the university. Understands they need board approval, and so would be a while before they're approved, but would like to request that Dr. Berbrier asks the administration to move those forward. If there's a problem, to bring them back here so senate can correct them. If not, can we get them changed. We have a committee here that's looking at revising the senate landscape a little more so would be nice to have them back.
 - Mitch Berbrier: Do we know if they can separate those?
 - Richard Miller: Any change to the handbook can be handled separately. We tried to treat it as a bundle since so many changes, but any individual change can be made.
 - Mitch Berbrier: That's something that might not have occurred to them. Might be able to get it going to spur on handbook process altogether.

- Are there any officer reports?
 - All officers (Richard Miller, Tim Newman, Deb Heikes, or Wai Mok): None

- Committee reports:
 - Phillip Bitzer, Governance and Operations: Making progress on the bill regarding senate representation on committees mentioned in the Executive Committee meeting.

 - Charles Hickman, Finance and Budget: He was asked to begin attending the **UAH budget committee meetings**, so he does. Ray Pinner reported to this committee on the foundation, based on fiscal year 2012. The total assets of the foundation are approximately \$50 billion, \$16 million or so of that is in real estate. That has been historically the holdings of the foundation. They have been given land over time and then sold it. \$34 million invested in UA system pool endowment fund. Each year we take out the 5% on a 3-year moving average. That is used primarily to fund president scholarships (\$700,000 in 2012) and scholar positions. Income for 2011 was \$3.5 million in contributions. Received a bunch of money from the state. \$2.5 million in investment income for 2012. So about 2/3 of the \$50 billion is invested in the pool endowment fund of the UA system. **Speaker series**: Contacted President Altenkirch and his role as Acting Provost, he agreed to continue funding for 2014-2015 academic year. He actually increased funding \$1,750 for the current year. He agreed to increase that to \$2,000 and go from 7 speakers to 8 speakers. One per month except for May. So it is up to \$16,000. Will be getting request for proposals out to the faculty within the next month. **Scholarship funding**, President Altenkirch might have mentioned sometime before. Went from \$4,118,000 this year, ending 2013, to \$8.5 million dollars this year. That is university funding so it does not include foundation funding. **Research and Creative Experience for Undergraduates**: Working on putting funding together and taking up at the committee meeting on October 31st. That's also when Ray Pinner will talk to the Finance and Administration Committee about current fiscal year ending in 2014 budget. Anyone interested in attending, let Charles Hickman know. He reserved a room for the meeting. Will talk about the funding for RCEU after Ray Pinner's presentation. Will report on this at next Faculty Senate meeting.

 - Peggy Hays, Undergraduate Curriculum: No report

 - James Blackmon, Undergraduate Scholastic Affairs: Not present

 - Fan Tseng, Faculty and Student Development: Making some progress on the Lecturer Ladder. Will meet next week.

 - Personnel Committee:
 - Mitch Berbrier: Will regroup with this committee. There has been some controversy over the last few weeks within Executive Committee and the Personnel Committee over interpretations of existing policies regarding tenure. As a result of the whole discussion, we learned that we all agree on what we want moving forward and what should be the case which is essentially that the tenure process, should involve PTAC and URB in all tenure decisions. Will work with Personnel Committee to ensure this is the case and we get a resolution.
The first thing you need to do is to elect a new chair. Once you have that, then the chair will set a meeting and you will go forward.

- Nick Pogorelov: We do not even know the reason for his resignation.
- Mitch Berbrier: Can't speak for Ramon, but there were 3 different reasons for his resignation. One pertains to PTAC and URB tenure, 2 don't. Beyond that, it is for him to tell people.
- Carolyn Sanders: The committee felt blindsided, and so the reason we haven't regrouped is it's still unclear what our voice as a committee is in the process. If we are given a charge to review a policy, and then issue an opinion, we do need to understand not everyone is going to embrace that, but it seemed like our opinion was handed off and there was never any discussion about what our philosophy was. So there was a feeling of being disenfranchised from the whole process. That might be why our committee hasn't gotten back together. What is our voice?
- Mitch Berbrier: That's fair enough. This is what happened: I had a meeting with the President, so I had to review the materials, and I first had a chance to read those materials that morning and had a different interpretation from the committee. But I went to the President I said the committee and many others from the senate feel differently – I represented the view of the Personnel Committee and told President Altenkirch what their point was. So it wasn't a matter of the committee's recommendations not being taken into account. They were read, and by the whole Executive Committee, and just like any other recommendations, they were interpreted and most people agreed and some disagreed.
- Bhavani Sitaraman: One of the issues always confused about in the process is when you have 2 sets of things going on. One is the formal, trickle down process; producing the bill, putting it on agenda, etc. Then there is the informal backdoor process. Understand need for both, but sometimes those two processes can get blurred. Understand why that creates a sense of futility on part of delegates when they don't understand why it didn't go through process of consideration, negotiation, etc..
- Mitch Berbrier: It didn't get negotiated. I was asked here 4 weeks ago to go talk to the President about the interpretation. Taking all of the information I had, including the committee report, talked to the President about Bob Rieder's interpretation and his interpretation of the role of PTAC and URB, and tried to get his sense of that. I did try to get his sense of what would be acceptable to him with the role of Faculty Senate putting something together – to see if there is a bill that we can get passed, as opposed to one that we can't get passed. I was just following your [Faculty Senate's] orders to talk to him, but that's all that happened. Nothing was decided. In fact, the Personnel Committee report included language of a potential resolution to this problem and it is that very language from which we will work.
- Richard Miller: I think it's important to point out that the President has accepted this in principle. He is in favor of the Personnel Committee's conclusion.
- Bhavani Sitaraman: Heard a little discussion about an administrator and then heard it might be chair. Have to be careful about the language used in the process because (to her) a chair is a faculty member, and the rules have to be comparable to those who have been included. If high level dean or chair up for promotion or tenure, the search has to start early. Can't have a search at the last minute and force faculty to accept. Want to make sure we don't put something vague there.
- Mitch Berbrier: That's essentially what it says now. It needs to be tinkered with and we need to be more specific with it. Focus on what we are going to do in terms of time for PTAC and URB. Need something for timing and searches.

- **Unidentified Senator**: The search committee makes final decision, only after that can PTAC and URB can be involved.
 - Mitch Berbrier: Right, it's a fine line. It can't be rushed, needs to be done properly still have to go through process. Can accelerate meetings and ask people to review documents more quickly under certain circumstances. If the search is timely and they get approvals early enough in academic year, that will help. At some point, competition causes the need to hire. But just because it's a rush, doesn't mean have to do the process incorrectly. Can accelerate process, without improperly doing the process. Make sure have meetings more quickly and pressure people to read the application.
 - **Unidentified Senator**: If I were sitting President I wouldn't expect that I would necessarily have the opinion of the entire committee. That's okay. It was more of a concern when everyone was weighing in on interpretation of the handbook. That's where I wonders what role does our PC really have if felt like the EC is really the one making the decisions.
 - Mitch Berbrier: That's partly my fault. We [members of the Executive Committee] weren't making a decision, we were having a debate. Sent explanation of his thoughts, and then it was picked it up and discussed in front of entire group, and then everyone began to weigh in on it. And he isn't going to quiet everyone when they're weighing in on it. That wasn't the intention, though.
 - **Unidentified Senator**: So maybe a clarification of the procedure. So how this should work in general.
 - Mitch Berbrier: In general, it works very smoothly, but this time it didn't. In general, committees make recommendations to the Executive Committee, and the Executive Committee usually agrees. More often than not there's agreement, but sometimes there's disagreement. You're not being ignored.
- Chris Allport **motions to adjourn**. Nick Pogorelov seconds the motion.
Ayes carried the motion.

Faculty Senate Meeting # 539 adjourned
August 29, 2013, 2:05 P.M.