

**AGENDA for MEETING #540  
THURSDAY, SEPTEMBER 26, 2013  
12:45 PM to 2:15 PM in SHELBY CENTER ROOM 107**

- 0. Call to Order**
- 1. Approval of Minutes of Meeting #539**
- 2. Administration Reports**
- 3. Guest: Rachel Osby, Rachel Osby Senior Director of Alumni Relations and Executive Director of the UAHuntsville Alumni Association**
- 4. Acceptance of Faculty Senate Executive Committee Report**
- 5. Reports**
  - University Committees
    - Huron
    - GER
    - Provost Search
    - Learning Management System (Angel) replacement
    - Other?
  - Senate Committee Reports
    - Governance and Operations Committee Chair Bitzer
    - Personnel Committee Chair Cerro
      - Tenuring newly hired faculty/administrators
    - Undergraduate Curriculum Committee Co-Chair Moriarity
      - Reporting process
    - Finance and Resources Committee Chair Hickman
      - UAH budget
      - RCEU
    - Undergraduate Scholastic Affairs Committee Chair Blackmon
    - Faculty and Student Development Committee Chair Tseng
      - Lecturer ladder

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

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- Officer Reports
  - Ombuds Officer Heikes
  - Parliamentarian Newman
  - Past-President Miller
  - President-Elect Mok
  - President Berbrier
    - Facsen Web pages
    - Shepherd Bend mine
    - Chancellor invitation
    - And more

**6. Old Business**

**7. New Business**

**8. Adjourn**

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**FACULTY SENATE MEETING # 539**

**August 29, 2013**

**12:45 P.M. in SC 107**

**Present:** *Wai Mok, Fan Tseng, Chris Allport, Charles Hickman, Dan Sherman, Pavica Sheldon, Derrick Smith, Joe Taylor, Linda Maier, Christine Sears, Nick Jones, Andree Reeves, Bhavani Sitaraman, Mitch Berbrier, Ramon Cerro, James Swain, Kader Frendi, James, Blackmon, Jeff Evans, Ellise Adams, Kristen Herrin, Anna Benton, Marlana Primeau, Peggy Hays, Phillip Bitzer, Luciano Matzkin, Debra Moriarity, Tim Newman, Craig, Cowan, Leonard Choup, Richard Miller, Jakobus le Roux, Nikolai Pogorelov*

**Absent with proxy:** *Angela Balla, Deborah Heikes, Eric Seemann*

**Absent without proxy:** *Keith Jones, Carolyn Sanders, Junpeng Guo, Carmen Scholz, James Baird*

**Guests:** *Robert Altenkirch, Brent Wren, Ray Vaughn*

- Senate Meeting Number 539 was **called to order** at 12:45 p.m. by Dr. Mitch Berbrier, Faculty Senate President.
- Dr. Mitch Berbrier **opens with a welcome to 2013-2014 of the Faculty Senate**. Thanks all outgoing senators, particularly Dr. Richard Miller. **Awards Dr. Rich Miller with a plaque for past presidency** and his hard work and integrity. **Welcomed new faculty senators**. Stated that for the first time ever the **Faculty Senate has a staff assistant. He introduced Kala Burson** and stated she will work with the website first by getting it up to date, and on other various tasks. She will get the historical information archived and digitized. Kala does not know everyone and will be learning names; therefore the senators must say their name when they speak so that she can get it recorded. If anyone has any information to be researched, Kala can help with that as well.
- Dr. Mitch Berbrier asks for a **motion to suspend the rules** for President Altenkirch to come forward and give presentation. Dr. Tim Newman makes a motion. Dr. Derrick Smith seconds motion to suspend the rules.
- **President Robert Altenkirch** speaks about parking decals and tickets. States **we have a kinder and gentler parking supervision**. Visitors shouldn't get ticketed if they are legally parked. If they do, send to Ray Pinner, Mike Finnegan, or the police force. Dr. Debra Moriarity offers information that visitor parking decals are available. President Altenkirch acknowledges and states it is probably safer to do this. He asked how many in the room had bought hockey tickets and says Tim Newman will probably be after you to buy tickets.

- **President Altenkirch explains the Agenda:** Board Meeting, some information on the Budget, Enrollment, Provost Search (Chair of Provost search committee and Vice President for Research, Ray Vaughn, is present at the meeting), implementation of Retirement Option Plan, promotion Ladder for Lecturers. President Altenkirch **presents PowerPoint**

*Agenda:*

### **Board of Trustees Meeting**

- **Property acquisitions-** two property acquisitions, one sale. Buying one property on Austin, street that runs behind baseball and softball area that dead ends into the campus. Previously bought a number of houses on that street which are rented to faculty and staff. Don't actively go seek the houses, if/when the houses go up for sale, the owners usually approach UAH and together they negotiate a price and buy it. Buying one house on Holmes Ave. towards downtown beside the Trinity church and tearing down. Selling a house inherited from an estate, the Durkee Trust.
- **Rise School ground lease-** Preschool for children 18 months to 6 yrs. Mix of developmentally challenged kids and kids who are not developmentally challenged (1:1 match). Developmentally challenged kids, by being in that environment become mainstream, one day go to schools, such as Huntsville school district, and are not developmentally challenged special needs kids, they are mainstream, which reduces cost of schools in practical sense. That school is linked up with UAH Department of Education and College of Nursing. Mirrors the Rise School in Tuscaloosa which was a gift from Gene Stallings. Opened in Huntsville in January 2013 in a church, but the church vacated the school for space. No space available at UAH due to some restrictions. So UAH put in 3 temporary classrooms behind Olin B Tech Hall. These available rooms opened Aug 19th, 2013. Rise School pays for all of the expenses- lease, utilities, etc. UAH provides the grounds and interaction with education faculty and students with nursing. UAH leases ground for \$1.00/year.
- **Establishment of Department of Space Science** housed in the NSSTC building.
- **Establishment of Honors College** - should be a good recruiting tool.
- **FY14 Budget** - Budgets posted in a budget book. Six budget-books online; most recent is 12-13. After September meeting, 13-14 will be posted.
  - Highlights:
    - 2.5% Merit Salary Increase Pool (slideshow says 3.5%-typing error).
    - 0.6% Salary Equity Adjustment Pool.
    - 3.1% has been distributed.
    - Effective October 2, 2013 and letters go out at the end of September informing what the increases were. Letter will be split- Statement regarding salary in 2013-2014 fiscal year, which includes an equity adjustment, if applicable. If equity adjustment statement on letter is not there - does not apply to you. Equity adjustments are for internal equity issues, structural issues (hierarchy of positions, across units), and market issues (external market for faculty and staff).
  - Budget very conservatively; under-budget the revenue and budget expenditures conservatively. At end of fiscal year when the difference is taken, actual revenue and actual expenditure leaves a chunk of money (around \$5 million) leftover (good thing) which goes into a reserve and goes into maintenance and capital projects. For the past 20 years, this budget style has generated an operating reserve of over \$160.5 million, which is good and bad. Good point of view - pretty good fiscal shape. Bad Point of View- someone is watching this money, could be the legislature who is allocating the money. Trying to bring budgeting and actuals closer together, which over time slowly decreases the money going into the reserve. E.g., fiscal year 13 is going to be 92% of fiscal year 12. Fiscal year 14 is going to be

87% ("Budget change in Net Assets" data on PowerPoint). Means 13-14 budgets will have some jumps in revenue projections and jumps in expenditure compared to the 12-13 budget.

- ❖ Dr. Tim Newman asks if we plan to use money as seed money to jump start recycling of faculty positions. President Altenkirch responds "yes, when appropriate to do so"; will talk about that later. Those are one time expenditures which are okay because the fund will get replenished, just not as fast. Has been the topic of board discussions the last 2-4 meetings.
- ❖ Dr. Wai Mok asks if we need to return money to system. President Altenkirch replies, No, the money stays here. Each campus has a reserve.
- ❖ Dr. Andree Reeves: Is this the same as the fund balance? President Altenkirch: Yes. \$160 million is accumulation of all funds across campus in any reserve account. Allocation is not relevant because it is internal decision. Distributed all across campus, though.
- ❖ Dr. Ramon Cerro: Why don't rather than diminishing amount every year, we limit the amount we spend every year so it stays the same. President Altenkirch: That is a strategy, but because of capital projects, maintenance projects, etc. the end result stays the same due to the net.
- ❖ Dr. Ramon Cerro: In a meeting of the chairs of the southeast, typical Georgia Tech package started at \$1 million (start-up package). UAH package is \$100,000. States we are not able to compete with places like Georgia Tech. President Altenkirch: No disagreement, but need to have certain amount of days of operations available in case something happens. Also used as a float pool, money incoming and outgoing so state doesn't give money when need it. When you look at budgets you will see the increase/decrease.

- **Enrollment Management** - The Freshmen enrollment is up over 5%, good thing, New transfers are approx. flat (slide shows over 1%). Master's degrees are down 6.3%, don't know the reason. Doctorate degrees are flat (slide shows over 1%). Continuing students is a problem. Total enrollment is down 3.6% from last year because continuing students go down. From a little before 2006 to 2009, pretty big freshmen classes. Fall of 2010, bottom fell out of enrollment due to incident on campus that didn't generate positive publicity. We are just beginning to climb out of it. Larger classes graduating, small incoming classes, net result is continuing students are not what they used to be. Big drop is 2006 to 2013. Bulk of drop is in one year.

- ❖ Dr. Ramon Cerro asks if this is a coincident with housing policy. President Altenkirch responds in the negative. Then explains the housing policy: prior to 2010 - live within 30 miles radius didn't have to live on campus. Policy put in saying everyone had to live on campus. Some people became upset, waiver system put in place. Average of 700 requests per year. Prior to 2010, capturing to live on campus 25% of students who lived within 30 miles. When mandatory policy and waiver put in place - dropped to 17% so got rid of it. Instead, put policy in place if you lived within 30 miles, could start semester and after 6 weeks trial must decide what to do- commute or stay. Fall 2012, captured 75-80% of students in 6 week trial, this year has more numbers so will capture 75-80% this year to grow on campus population.
- ❖ Senator from the floor adds that UAH also tried to make it mandatory for sophomores to live on campus. Parents were concerned even after waivers were put through. So it did have some affect. President Altenkirch responded it had some affect, but major affect was the incident on campus. So housing isn't an issue right now. Housing policy isn't unusual. If live within 30 miles, students can do what they want.
- ❖ Dr. Ramon Cerro states that there is no issue now, but it might have caused the

withdrawal.

Working to grow enrollment is part of planning effort with a set of tactics which is all published on the web. 250 people involved in developing tactics. Recommendations came in, a task force reviewed them and set priorities. Priorities are published. Then implement the priorities, a long-haul effort. For example, Enrollment Management Committee started in the Spring, developed recruiting methods. Pitched a method this morning to counselors from high schools. Method was studying finances of attending UAH. Average student at UAH has ACT of 25.6, 3.5 GPA out of high school, gets 40% tuition discount. If the student graduates in 4 years at discount rate, \$23,000 is the cost of tuition. According to finance website, annualized return on investment with UAH degree is 8.4%.

❖ Dr. Richard Miller asked if the return on investment is the largest in Alabama. President Altenkirch responded that he doesn't know. As far as return on investment - throughout the Central South (Texas to Georgia and Carolinas), UAH is number 4. Good investment. Spent time developing new strategy on tuition scholarships, new strategy on pitch, etc. Develop programs and activities with US Space and Rocket Center. Display there is being finished: 4 TVs, 2 have video about aerospace engineering and space, etc., other 2 have closed captioning for parents.

**Revise general education requirements.** UAH GER is complicated; Dr. Wren talked about this at the Executive Committee Meeting. Moving from one college to another or transferring is complicated and it's frustrating. For example, student's father contacted President Altenkirch; his daughter is transferring from Tuscaloosa to UAH. At Tuscaloosa she got AP credit for 12 hours, UAH took away those 12 hours because the scores are different. 12 hours at UAH tuition rate is a lot of money to some people. Need to make this simpler.

**Expanding existing Alliance for Minority Participation** - being worked on now by Dr. Jack Fix and Dr. Emmanuel Waddell. Coming up with overall plan on how programs should be organized and the strategy. Bunch of people have responsibilities for working on tactics. 70% are in motion now, rest will be throughout the year.

❖ Dr. Kader Frendi asks if UAH participates in any direct mailing or emailing to high schools. President Altenkirch: Yes. **Brought in a consulting firm who worked for Clemson, Huron Consulting Group.** They will help to understand what the competition does and make sure we are not behind the curve versus the competition. They will look at processes and make sure UAH is moving prospective students from biggest part of funnel down to bottom so they come to UAH. Right now only communicate with students who are entering junior and senior year. Now we are accumulating contacts lists from freshmen to senior year.

View-book on webpage. Doing a lot more marketing via web. **Website is being redesigned by a company out of Boston, iFactory,** who is very good. 17% of hits on webpage come from mobile device which is significantly higher than others. Average is 13%. UAH has 132,000 webpages, only 600 have been viewed more than 100 times. No need for that many webpages. iFactory is developing a new structure for website, then will work on artistic design. Next fall should employ a new template. Designing in chunks. Mobile site is same as general site, just rearranged. No separate mobile site.

Wes Colley did an **analysis of UAH's scholarship matrix** over the summer and figured where we get the most return. Need a tuition scholarship strategy for out of state students. Best return for investment is 3.5 GPA and 25-29 ACT. Out of state students saw more improvement, so need to recruit more out of state students.

- **Provost Search-** President Altenkirch asks Ray Vaughn if he wants to say anything about it. Ray Vaughn states that the Provost search is going well. Search company called Greenwood Asher is helping.

He can't identify candidates, but several are interested in position. Some are set provosts, some are associate provosts, two are from state of Alabama. UAH is on a very fast track and hoping to have on-campus interviews before end of semester. Hopefully by beginning of new semester, should have new provost in place.

- President Altenkirch continues with **VR0P Implementation**

- Three retirement dates: June 13 - 10 individuals; Jan 14 - 1 individual; Jun 14 - 21 individuals. Total number of participants is 32 equaling \$3,738,555. Replacement Strategy is for two purposes - 1) employ faculty to teach curriculum, 2) deploy resources into strategic leadership areas. Presents graph. In June, paid first of three payments, to all 10 people. No money in retirement pool, so pool is negative, had to pull money from other account. October - those people are retired and if don't replace them, we have their salary in the pool. If positions aren't filled, the pool drops in June, but rises in October.
- ❖ Dr. Mitch Berbrier: This is assuming there's no more hiring. President Altenkirch: Yes. This is the case if nothing happens. But something has happened: made 2 hires essentially for curriculum delivery purposes. Those 2 hires deplete the pool, they began in October. As more people are hired, the pool will fall. Big chunk comes in 2014.
- ❖ Dr. Mitch Berbrier: (Asks to go back to previous slide.) Reminds President Altenkirch that last year when this was introduced, as part of that discussion, the president said that the smallest departments, where one faculty member might be 20% of the entire faculty, won't be harmed. President Altenkirch: I put that in there.
- ❖ Dr. Mitch Berbrier: So that's still the case? President Altenkirch: Correct. If we are going to have a department, we've got to have enough faculty to have a department. So that's part of delivering that curriculum. Keeping track of this carefully. Starts out negative, and with 2 people, next June it will be slightly negative again. That's okay. We can use some of the \$160 million to hire people. If proposals to hire people drive this pool negative, we replenish the pool with funds from reserve pool.
- ❖ Dr. Ramon Cerro: Engineering has an ABET visit in fall 2015, I wonder if the impact of losing the entire faculty, not sure how many of them will be engineers, but what will be the impact? We won't have any hope of replacing them, at least having them before we put together the self-study package, which you asked be delivered at beginning of 2015. President Altenkirch: Let's not jump to that conclusion yet. We've already replaced two, those were based on requests that came from curriculum delivery reviews. Those requests need to come through. If you're in a department where you believe retirements will generate curriculum delivery issues, and then go up the chain, to the department chair, then the dean and to the provost with an argument. Doesn't mean argument will be accepted, but that's the strategy. First step: assess if there are any issues with number of faculty. Deans have already prepared preliminary plans based on proposals received last spring, in five leadership areas. Reviewing those now. Leaders of leadership areas come together to finish. Sometime in September- should have preliminary hiring plan over top. Should stretch until 2016-2017. Have 3 years of payments to make for someone retiring in 2014. Departmental and college requests need to start flowing.
- ❖ Dr. Mitch Berbrier: Other question is regarding timeline for approving hires given that some disciplines have specific hiring calendars. How long are we going to wait? Asked how that will be taken into account. President Altenkirch: We don't have a whole lot of control over when these are released. We have money built up and need to go through the process. Whatever happens, there will be some positions released in September and

- we will have to work in the timing.
  - ❖ Dr. Mitch Berbrier: So there will be positions released in September? President Altenkirch: Yes.
- **Lecturer Ladder** - The issue came up about a promotion ladder for lecturers. Might have been in conjunction with the library. Personally, I think it's a good idea because it gives people incentive to perform. Need a proposal for consideration. President can either develop and Faculty Senate consider, or Faculty Senate develop and President consider. Wants to see 3 rungs, parallels the tenure track or clinical track. Reasonable framework of 2 promotions.
  - ❖ Dr. Richard Miller confirmed this was raised in relation by the library as part of the library concerns for the ranks in the library and the inability for advancement. Concern that many departments' lecturers are transient, as opposed to other departments. President Altenkirch: If transient, probably won't move up the ladder, but that's okay. President in favor of coming up with a ladder with 3 rungs. Faculty Senate develops a proposal or President will. Dr. Mitch Berbrier acknowledges.
  - ❖ Dr. Wai Mok: Concerning the retirement plan: will that be a one-time thing or will it come back again? President Altenkirch: Strategy on retirement plans is you don't do them frequently. You don't disclose when they will be done. Strategy is this is your opportunity. When is it coming again? Don't know, may never come. If you keep doing it, then it becomes an expected benefit. That isn't the case.
- President Altenkirch thanked everyone. **Dr. Brent Wren asked Dr. Mitch Berbrier for names on GER Revision committee.** Dr. Mitch Berbrier said working on it.
  - Dr. Mitch Berbrier: Asks for **motion to approve minutes** from July's meeting. Dr. Kader Frendi: Motion. Dr. Debra Moriarity seconds the motion. Dr. Tim Newman: **Motion to revise them.** Regarding the 64 hour rule - make certain it is clear this is the President's response to the senate's resolution to the 64 hour rule. Makes a motion to amend minutes to correct. Dr. Kader Frendi seconds the motion. Dr. Mitch Berbrier: Discussion? **Motion is approved.**
  - Dr. Tim Newman: **Second motion to amend** the July minutes - concern about viability of splitting the Physics Department. Concern was expressed from senate floor and needs to be reflected in the minutes. Faculty Senate should be on record in the minutes that viability concern about split was expressed from the faculty senate, not someone else like someone in the community. Dr. Mitch Berbrier: To amend wording to reflect the concern was from senate floor? Dr. Tim Newman: Yes, that the concern was expressed from the senate. Dr. Mitch Berbrier: Anyone want to second that motion? Dr. Kader Frendi seconds the motion. Dr. Mitch Berbrier: Discussion? Concerns? **Motion will pass.**
  - Dr. Bhavani Sitaraman: Not present at July meeting, so need to change to absent with proxy. Dr. Mitch Berbrier: Will change that, it's an easy one to fix.
  - Dr. Mitch Berbrier: Let's vote. Everyone ready to accept minutes? No oppositions. Ayes carried the vote to approve the minutes.
  - Dr. Mitch Berbrier: guest presenter – Dr. Ray Vaughn. New Vice President for research.
  - **Dr. Ray Vaughn:** Apologizes for taking time. Spent many years at Mississippi State on Faculty Senate. Offers great respect for senate positions. Appreciates the time to speak. Today marks 3 months he has been stationed here. He's listened to a lot of people and taking their comments into consideration. Initiated cross-college research program, received 21 applications. He offered \$5,000 if worked with colleagues at another college. He funded 21 out of 21. Will renew some of those that show



promise and actually write proposals. He likes to promote interdisciplinary research. At Mississippi State he invested \$80,000 the first year and generated over \$2 million in research funding. Thinks to achieve similar result here because UAH has harder working faculty than at Mississippi State. Announcing soon a new faculty research program. Defining faculty as first 3 years on station. Solicit proposals for \$10,000 seed grants to show promise in research in order to receive government grants in the future. Putting \$120,000 in seed program, giving out at least 12 seed grants. Announcing individual investigator research program for seasoned faculty with good ideas. Grants are \$50,000 each, \$350,000 going into that program. Research infrastructure program that will solicit proposals to buy equipment. Grants will be up to \$150,000 each, investing half a million dollars into that. Toying with idea, if you have feedback let him know, of connecting with companies in Huntsville since UAH is sitting in the middle of a research park. Graduate student fellowship funding, where professor would have graduate student doing research in one of the companies in Huntsville, all disciplines. Graduate student would make connection with company and might lead to a job and lead to better relationship between UAH and that particular company. Funding for a year to get graduate student started. No decision made yet because it's a new idea. Asks for faculty senate's thoughts on investment for this.

Invested in a review of office of sponsored programs and the accounting operation (Ray Tanner's operation that does invoicing, etc.) at UAH. Contracted with National Counsel of University Administrators to come in with research expert team to look at procedures and processes in OSP and accounting to see how we can more efficiently manage grants, contracts, and invoicing. Report will be posted once complete. Accepting recommendations via the website, although not all will be implemented. UAH has really good office of sponsored programs. External review is smart thing to do, though. They arrive end of October. If faculty is asked to share, please input because it's valuable.

Accepted Chair of Search Committee. He is happy with the way things are going. On fast track and have good candidates emerging. Making policy changes: President Altenkirch just signed a policy that addresses what to do when a federal investigator shows up on faculty's doorstep; it protects faculty and staff during investigation. Ray Vaughn says if/when a federal investigator shows up, faculty is to notify Office of Research Security or the university's general council and they will make sure appropriate action is taken to provide requested information or not. No faculty or staff should be threatened by federal investigator. Looking at policy on cost share; might make some changes to it.

Please read the "Dear colleagues" letters and feel free to respond to them; they contain his thoughts and are his best means of communication. Next letter will have ideas on policy changes.

Wants to recruit an Associate Vice President from faculty at UAH, via an internal search, to help him connect with academic faculty. Job description and announcement coming soon. Looking for faculty member who understands faculty research, demands, pressures, and school history. Permanent Head of Optic Center has been hired - Robert Lindquist from ECE department. Actively recruiting full time director for rotorcraft center, wants center director to also be faculty member. Working on a cyber-security program, had a meeting on it yesterday. Investing in supervisory control and data acquisition system laboratory to be used by multiple colleges to do security work. National Security Agency is coming next week, September 4, to look at program. Intends to start faculty leadership program. Starts in fall 2014. Organizing and advertising in spring, asking for applications. Seeing faculty who want to move into administrative roles at some point in career and he wants to work with them over an academic year and expose them to senior level leadership at university.

UAH has a poor control of policies and procedures, thinks it needs to be tightened up. He and President Altenkirch want to make policies and procedures more transparent, and eventually add a link on website to take you to them. Wants a process one goes through to get a policy approved. Policies need one single format for consistency, and every policy needs to be reviewed on periodic basis, every x number of years. They ought to be numbered in a system. The policies and procedures are going to be fixed.

Faculty has an administration in place that talks to each other, likes each other, and works well with each other, and faculty will benefit from it. Administration meets often, sometimes with president, sometimes one on one. At top of their list is "what's best for UAH?" Any questions?

- ❖ Dr. Richard Miller: In internal funding programs, do you anticipate having review committees made up of faculty and others that give you a recommendation to the VPR?  
Ray Vaughn: Yes.
- ❖ Dr. Richard Miller: Ongoing debate across many departments and research centers about whether it's in the best interest of the university to have academic department chairs also be research center directors due to time commitment and conflicts of interest. Philosophy? Ray Vaughn: No philosophy on the issue. Seen it work both ways. Believes it's more personality driven. Hopes faculty is reading "Dear colleagues" letters. Arrives in office at 6:45 am until 6:00 pm. Welcomes visits from the faculty. Would appreciate to periodically visit with the faculty senate in the future.
- ❖ Dr. Ramon Cerro: Thinks it would be interesting for him to talk to the colleges. Ray Vaughn: Happy to talk to anyone. I believe in investing in faculty.

- Dr. Mitch Berbrier: Thanks Dr. Vaughn for his visit and the updates.
- Dr. Charles Hickman **motions to accept faculty senate executive committee minutes**. Dr. Nick Jones seconds. Ayes carried the motion and minutes were accepted.
- **Senate Officer Reports:** There were no officer reports.
- **Senate Committee Reports:**
  - Personnel: Will have first meeting on Thursday regarding issue on new hires going to URB.
  - Faculty and Student Development: no reports.
  - Undergraduate Curriculum: Dr. Debra Moriarity reported they will be setting a committee meeting soon.
  - Undergraduate Scholastic Affairs: no report
  - Finance and Resources: Dr. Charles Hickman asks to be added to the list of Budget Committee members. Ray Pinner agrees.
  - Governance and Operations: no report.
  - University Committee: nothing.
- ❖ Dr. Mitch Berbrier: In midst of getting members onto university committees. Soliciting volunteers for committee II regarding **General Education Revision committee** – Dr. Andrea Word and Dr. Mitch Berbrier spoke regarding solicitation for members. Email forthcoming regarding willingness to serve on this committee.  
**Angel replacement committee** – UAH is going to replace Angel. Chad Hyatt is putting together committee for that. Liberal Arts already has a volunteer. Jim Swain volunteers from ISE.  
Addition to membership - Jim Swain from ISE. Spots are still open, especially one in Chemical Engineering and two in Electrical / Computer Engineering. Urges colleagues to

recruit members for Faculty Senate. It is up to the department who joins and if the positions are filled. The departments have been informed.

- Dr. Mitch Berbrier stated it is 2:10 and if no objections, would like to **share a few items**.  
*Agenda:*
  1. Find a way to make sure we have **longer meetings and more time** to get business done.
  2. **No legislative agenda**. Not the best time to have a big legislative agenda. We are **in between handbooks**. New handbook created last year. Handbook has gone off to President Altenkirch who is reviewing it with lawyers and others. Eventually it will go to Board of Trustees and they sign off on it. Careful to make changes to handbook that won't be the handbook.
  3. **In between provosts** so initiatives will be put on hold.
  4. **In between at university level**, the President's planning and implementation of strategic plan. Some things need to move forward before others.
  5. Mini-agenda regarding **operational efficiency and effectiveness**. Follow model adopted for handbook process last year. More of an effort to **communicate via email** where appropriate so people can read things in advance and we discuss at meetings. Some things in **committee reports should be emailed in advance** to leave more time for discussion in meetings. Create an **orientation system for new senators** to learn what it means to be a senator; representative of a department and that is important to share. **Efficiency and effectiveness - staff assistant** will help a lot; think about sub-committee work. Staff Assistant can do research for committees to save them time. Perhaps Kala can figure out how other universities handle the lecturer ladder.
- Dr. Debra Moriarity **motions to adjourn**. Dr. Kader Frendi seconds the motion. Ayes carried the motion.

Faculty Senate Meeting # 539 adjourned  
August 29, 2013, 2:15 P.M.

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**SENATE EXECUTIVE COMMITTEE MEETING**

**September 19, 2013  
12:45 P.M. in SKH 369**

***Present: Richard Miller, Mitch Berbrier, Wai Mok, Phillip Bitzer, Ramon Cerro, Timothy Newman, Charles Hickman, Fan Tseng, Deb Heikes, Debra Moriarity***

***Guests: Brent Wren***

***President Altenkirch was not present.***

- Dr. Mitch Berbrier called meeting to order at 12:45 pm
- Report from Associate Provost Brent Wren
  - ❖ Provost asked for him to come and share information regarding questions Dr. Berbrier asked. Dr. Berbrier asked about rumor regarding move from 128 credits down to 120 credit hours. This isn't being done university wide. They've only suggested for programs higher than 128 move down to 128-120 to be more competitive. No requirements or pushes for this, though. Few departments within college heading towards 120 hours. Focus within discipline, not general education portion. Business is doing this.
    - Charlie Hickman- We had too many concentrations - this was a driver for move down.
    - Brent Wren- There are competitiveness issues, but the program length is college/unit decision, not of provost office or president's office.
    - Charlie Hickman - Desire back to 4 year program?
    - Brent Wren - Yes, that is definite. This notion is certainly desired. Doesn't mean have to be at 120, though. Look at policies and procedures to help students be more conscientious of decisions. 4 year graduation rate for full-time students is 16%, 5 year is 32%. Students are intentionally taking longer due to Co-ops, internships, and jobs. Full-time is 12 hours, but doesn't mean it will get you through in 4 years, it is actually 5.5 years. So, no push for programs to go to 120 at this level.
    - Debra Moriarity - Question regarding the procedure by which units, departments, or colleges would change this. When she was Associate Dean of Science, she was under impression that the minimum credits was university-wide requirement and if there was a change then the entire university had to move to it. So if department changes hours, does it have to be approved by university?
    - Brent Wren - Yes, for a unit within a college to change, it goes through university-level approvals, then university curriculum committee double checks the academic integrity and makes sure it still abides my those rules. There is no number at 128 set by the university. There is number of 120 that SACS and ACHE look at as the minimum. But nothing published at university level requires any more than 120.
    - Mitch Berbrier - IS there any program on campus that is less than 128? Because

somehow that has become the number.

- Brent Wren - 128 is the minimum he's seen anywhere.
- Mitch Berbrier - It may be history, but somehow 128 became the number. Everyone assumes it's supposed to be 128, but I don't think that's written down, it somehow became the norm. I'm curious why it's the norm and if/when we are changing that, that the answer to "why" is not still in place.
- Ramon Cerro - One thing to remember is ten years ago, in (where?) there was legislation passed saying programs can't go over 120 hours. It was a disaster because some programs can't do that. Dangerous to change requirements if we don't also change the articulation. Articulation is only 64 hours from outside.
- Brent Wren - It says you can transfer up to 64 hours.
- Mitch Berbrier - I remember seeing somewhere that it says it has to be 50% of students degree, so if we did 120, we could get it down to 60. If we don't do it as a university, and we have variation across the colleges, for students transferring in and trying to figure out the credits it is very confusing. We are trying to make it simpler.
- Brent Wren - The key is what to do with the 60 outside of college. Process starts tomorrow morning on General Education revision and discussion process. Outcome of General Education discussion would be to have some commonality across colleges of some number of hours across all colleges with room between the number where colleges could have customization of students' courses at the major level
- Mitch Berbrier - I'm more concerned about number between 60 and 64. If you're a student transferring from Calhoun and not sure if transferring to Physics or Sociology, for Sociology you only need to transfer 60, so 4 are useless, but for Physics you transfer all 64.
- Deborah Heikes - Why not transfer into Physics and then go to Sociology.
- Mitch Berbrier - Then you have 4 credits too many from Calhoun that won't apply to anything here. Deborah Heikes - Then you have extra credits.
- Mitch Berbrier - Don't think it's a terrible problem, but it causes confusion when prospective students are looking at UAH website to figure out what to do to get into UAH. Raising this as a concern, not a roadblock. This is something that should be explored: the advantages and disadvantages of making this university wide with some way not to be too restrictive.
- Brent Wren - I don't disagree with you, but as Ramon stated, there are some programs on campus that can never go below 128 for reasons, given what they have to cover and what their accrediting bodies tell them they have to have. But that shouldn't prevent others from moving down.
- Mitch Berbrier - If there is program requiring 132 credits, still 64 maximum transfer?
- Brent Wren - Yes, still 64 from a transfer standpoint.
- Mitch Berbrier - So 64 is the maximum, and below that is 50%.
- Richard Miller - Wonder as we become more advanced civilization, why college can't be 4 years anymore. Well, not more advanced civilization, but have more information. At some point it can't be the same as it was 100 years ago.
- Ramon Cerro - Other universities told Florida to "go ahead and do it" in response to Florida moving to 5 year program.
- Mitch Berbrier - It used to be in so many fields that you just needed a Bachelor's

degree, but now you need a Master's degree.

- Charlie Hickman - There is a move to reduce law school from 3 to 2 years.
- Brent Wren - Several states have gone that way. State of Arkansas said all programs will be no more than 120 hours. State legislature set General Education requirement for the state and said that every university within the state will have x number of GERs in addition to the 120.
- Mitch Berbrier - Does anyone want to make a last point on that?
- Wai Mok - Question: do we know the credit hour requirements of UA or UAB or surrounding colleges?
- Brent Wren - Not off the top of my head, but we can certainly look into them.
- Wai Mok - Is that one of the reasons why we have enrollment drop?
- Brent Wren - It's true in certain disciplines on campus. Our Education programs are in the 130s and, although they may not be a competitor and aren't on our level academically as an institution, Athens State's Education program has over 1000 students, whereas we have 100. Part of the reason is because their program is 124 hours. Get through theirs in four, get through ours in five. Wouldn't say it's responsible for all of our enrollment issues, but small things like that added collectively affect it.

- ❖ Back to the list. General Education Requirement committee meeting tomorrow morning. Composition of the meeting was sent out to faculty by Dr. Altenkirch. Every person recommended from Faculty Senate is on the committee, except two people were from same department. Took Faculty Senate recommendations first, then tried to get one person from each discipline in each college on committee. Resulted in some colleges having more representation than other colleges due to more departments and professors teaching General Education courses. 38-40 members on committee. Hopefully by fall 2014 we will have common agreement on what we would like students to look like as they move through the university from General Education Requirements standpoint.
- ❖ Also discussion about AP credit. Need to evaluate this. Liberal Arts submitted their revisions very quickly. Only other 2 colleges that give AP credit, Science and Business, need to submit their revisions, if any. Don't have to make changes, just take a look at it. Liberal Arts made lots of changes in their AP credit number and now they are in almost every case at or better than competitors in area - from the student's standpoint.
- ❖ BETA Policy - still AWOL. Ramon Cerro and Brent Wren started over a year ago on revision of the policy. It is now sitting with President Altenkirch and goes to Faculty Senate next.
  - Mitch Berbrier- He said he's trying to get it done within next few weeks.
  - Brent Wren - He's got 2 things, the faculty senate handbook and the BETA Policy. BETA Policy should go quicker than handbook given the length.
- ❖ Background check policy- President Altenkirch was not aware of the plan to bring it back to the Faculty Senate before it was implemented and he would take this under advisement. Goal was not to rescind it but to tab information regarding the norm Faculty Senate has agreed on to how things would work.

- Richard Miller - Working philosophy with this sort of verbal agreement is that it's a healthy thing but thinks it is something we need to continue working on. There is a start of a better dialogue between Academic Affairs, the administration, and the Faculty Senate. What's happened a number of times over last year is we've been asked to comment and provide input on policies, and when I was President I would identify it for the relevant committee, get their input, and feed it back, with the verbal agreement that it would come back to the Senate for following reasons: Personnel Committee, or Dr. Miller, or Dr. Berbrier or whoever don't speak for the Faculty, it's the Faculty Senate that is the representative body. It may slow some things down but it gives opportunity to Faculty representatives to have some level of input as a whole. Goal is not to put a kink in things, but to smooth over some issues we've had in the past by empowering faculty representative body to have some say.
  - Brent Wren - President Altenkirch gets these things, he asked me to convey that he understands that and that would be the positive when the new Provost comes aboard. He said these things to me. He said he is not aware that that is the policy and he understands it.
  - Ramon Cerro - Said sometime in beginning of March, we had a meeting of the Personnel Committee and would need to talk about it. We have a number of comments and additions.
  - Richard Miller- To be fair, most of those comments, not all, but most, did ultimately get incorporated into the policy.
  - Ramon Cerro - I didn't know that.
  - Brent Wren - The point is that it didn't come back for you to see that they've been incorporated, so you don't know, but the President understands this. Your concern over phrase/clause in the policy - things can always be changed, so suggest a change in the policy.
- ❖ Shared some information with the committee (see Appendix A\_NSSE). Last year UAH resumed the NSSE, National Survey of Student Engagement. Previously used to gauge student perceptions on variety of issues. Dr. Wren and Dean of Students Hyatt decided to bring it back. Have done two years in a row now. Survey incoming freshmen class and senior class. Page 3 lists areas where we perform higher relative to South East Public Universities and areas where we perform lower at the first year and senior levels. Instructors do nice job of providing feedback and being helpful with students. UAH doesn't do well with talking about broader societal issues and community-based service. Need to discuss certain competencies that we value, and these may fall into category.
- Mitch Berbrier - So everyone should take 40 credits of sociology?
  - Brent Wren - At least 40, no doubt. Full data set is available with Regina and offered to share with anyone who wants to see. Last year, there was a campus wide meeting, anyone who wanted to come, and talked about specific issues and how to handle them. Regina plans to compare last year results with this year results to see if there was any movement within a year timeframe.
  - Tim Newman - Do you think she is willing to come to an executive meeting?
  - Brent Wren - Absolutely, maybe even a full Faculty Senate meeting if you want her to come. She loves this program so once she digests the information more she would be willing to come.

- Mitch Berbrier- One of concerns was the size of samples, they're small. Wouldn't feel comfortable making decisions on them unless triangulate data with another set of data.
  - Brent Wren - That's right, but the sample size (listed on bottom of first page) is about 1/3 to 1/2 of freshmen class
  - Mitch Berbrier- Then you have to break it down into questions asked and cells get smaller.
  - Brent Wren - The senior class is about 1/4 to 1/5 of graduating class. But you're right, when begin to breakdown into subgroups, the numbers get smaller.
  - Richard Miller - Question: One bill regarding faculty representation, wants input about it.
  - Mitch Berbrier- We are going to discuss it then talk to President Altenkirch about it.
  - Brent Wren - There was a lot of exchange and discussion over bill between Mitch Berbrier and President Altenkirch. So President Altenkirch offered compromise on bill, did not fully reject it.
- Brent Wren thanked everyone and left.

➤ Officer and Committee Reports

❖ Mitch Berbrier - Reports?

❖ President-Elect Wai Mok

- BOT meeting report
  - Went to Tuscaloosa for BOT meeting. BOT terminated relationship with Common Sense because founder was arrested in prostitution ring.
  - Issued statement on segregation in response to University of Alabama sorority's rejection of black female student.
  - Enrollment: UA has higher enrollment at 34,852 this fall.
    - Deb Heikes - Winning football teams do bring the students.
  - UAH freshmen enrollment is better than last year. UAH overall enrollment dropped. President Altenkirch put in a plan so we will see enrollment go up over next several years.
  - UAB soccer team ranked second by computer, but not by other poll - still in top 10 though.
  - Shepherd Bend Coal Mine - Faculty Senate Presidents at UA and UAB and Wai Mok got together in private and had a meeting with 4 or 5 student representatives from 3 campuses, 2 UA Alumni, Trustee Hurst and Chancellor Witt had a meeting after BOT meeting. UA alumni was enthusiastic about topic and she went to a neighborhood near the coal mine and stood up for minority. Hurst is very concerned about coal mine. UA got property due to damage inflicted during Civil War, some in Birmingham area. Wai Mok is uncertain as to how the permit was issued.
    - Charlie Hickman - Permit was issued and recently expired, and an application for re-issuance has been filed. Coal mining hasn't begun, it is a coal bearing area, but never initiated coal mining. Permit issued via reapplication. Due process followed. Bureau of mining guy was very rude. UA is on top of it though. EPA sent most of information on it to Dr. Hickman.
    - Richard Miller - So it is not correct that the statement of some, via phone calls,



that proper procedure has been followed, and that the statement that there has been special treatment for violation in permitting process, is incorrect?

- Charlie Hickman – If you go to ADEM – there is 5 year history consisting of numerous documents regarding this. Applications filed. Comments filed with the Birmingham water board who has intervened into this.
- Richard Miller – We were being told by UA Faculty Senate President that there were violations taking place.
- Mitch Berbrier-May be that point at which Dr. Hickman looked into procedure, everything was transparent, but to get to point there might have been some steps skipped. Nothing illegal, but there is a practice of skipping steps that are supposed to be followed.
- Charlie Hickman - With 6-8 hours of time had to go through and figure out rules for permitting, knows a little about clean-water act. States are empowered to permit point-sources, stationary sources. So a certain amount of pollution is inherent in any human activity. Issue is over excessive levels of pollutants in runoff, but they have a plan for treating the runoff, i.e. building lakes among other things. Bureau mines put things on internet, then take it down, and basically do what they want so will need to go to Montgomery to see what their permitting process is. The big thing is he assumes the university has not granted this company any mining rights.
- Mai Wok-Chancellor mentioned UA hasn't made any decisions whether to lease or sell property. Therefore, chancellor will not force UA to make any decision.
- Ramon Cerro - If there's a problem with pollution and people 20 years from now get sick, the big pocket guy will have to answer, and the big pocket guy is University of Alabama.
- Wai Wok - Obviously is aware of that.
- Tim Newman - Looks like the chancellor is saying this isn't in my book right now, it's in UA's book. Did you have any discussion with UA President or student representatives from UA? Have they talked to President Bonner? If he says it's with someone else, then they need to take up with that.
- Wai Wok - They had discussion with her and it went nowhere.
- Mitch Berbrier - Meant to call Steve Miller, UA Faculty Senate President, and ask what his plans were but haven't had a chance. Suspects they will continue to press this. If it goes back to UA, they will go to UA and press it. This might be a good time to press it. From those environmental advocates; points of view, this is a racial issue. If there are going to be problems with water, it will affect poor predominantly black community. Right now UA is dealing with racial issue on campus, which has been a big national issue, so good time for President of UA to say don't want anything perceived that way.
- Ramon Cerro - Because of all the implications, present and future, shouldn't we, UAH, stay away from the issue?
- Richard Miller – It is a UA system problem.
- Ramon Cerro - No, chancellor says it is a UA problem.
- Charlie Hickman - Technically it's the BOTs on this campus, UA's and UAB's campus because they are a quasi-government entity that actually makes the decision. Would their approval be required for UA to transfer the rights?
- Mitch Berbrier - Yes, but first UA has to send them that. Should we be involved? If UA thing - no. But we want to be supportive of sister institutions. If

we are in similar position, we would want their assistance if need it. We shouldn't be actively doing anything, but need to anticipate that they might as for our assistance.

- Ramon Cerro - Why isn't it in the papers?
  - Mai Wok - It is in papers.
  - Mitch Berbrier - Apparently it has been in the papers in Birmingham.
  - Ramon Cerro - All over Birmingham?
  - Wai Mok - This has been around for years.
  - Charles Hickman - the 5 year permit just expired.
  - Tim Newman - I don't think there's been much in the Birmingham papers.
  - Mitch Berbrier - They're definitely trying to keep it quiet.
  - Wai Mok - Especially the mining company owners and BOTs.
  - Charlie Hickman- Can't be opposed to something without knowing the facts. Yes, permits have been granted but no mining has been started, and can't mine UA property without UA consent. Alabama Rivers Alliance wrote letter to Chancellor Witt, and copied to Birmingham News. Outfit looks out for water and board for municipal utility in Birmingham. They've weighed in with chancellor and EPA.
  - Richard Miller - Point well taken, but to be clear when I was first contacted by Steve Miller, issues wasn't about mining, but whether procedure was being followed. Wanted to assure appropriate public response was taking place and wasn't an issue. Letter delivered to Chancellor Witt specifically said we aren't commenting on should or shouldn't be mining, but is the procedure being followed?
  - Charlie Hickman - I haven't looked at the rules, but guess is anyone can file a suit whenever. During re-permitting process, there is opportunity for any interested person to intervene on issue of permit. Opportunity for Rivers Alliance or Sierra Club to file a lawsuit if permit issued in error. Federals will take over.
  - Mitch Berbrier - Our procedure is to wait until we are called and then see what we will do.
  - Wai Mok - Play a supporting role, but UA will take care of things.
  - Tim Newman - Glad you met with group there so they know we are aware of this.
- Ate breakfast with Ray Vaughn and he commented on how small Faculty Senate is. He is from Mississippi State and people there are enthusiastic about affairs of university. Wai Mok replied - After President Altenkirch came and things got settled down, it is changing slowly now.
    - Ramon Cerro - This is a symptom: people are saying to young faculty, you should go to Faculty Senate and be a representative to meet people. Ramon Cerro asked if they thought Faculty Senate was a social club. No, it us for an upper faculty member who can speak their mind. Not a non-tenure young assistant professor who is afraid to open his mouth. Why are we allowing Engineering department not to have representation?
    - Richard Miller - We aren't "allowing", they just aren't participating. It isn't our responsibility. If they choose not to do it, they don't get the representation.
    - Deb Heikes - Ever since I've been on Executive Committee, we've had this

discussion periodically. It's always same issues - don't know if rehashing it for the fifth or sixth time is going to change perceptions and attitudes.

- Mitch Berbrier - Attitude is if you want someone to represent your department on Faculty Senate, then it is the department chair's responsibility to send people to it. They have all been informed by Dr. Miller.
- Ramon Cerro - The fact that chairs don't care means the faculty doesn't have a say.
- Mitch Berbrier - That's right.
- Wai Mok - Somehow we have to make ourselves better, don't know how, but we need to.
- Richard Miller - If they don't participate, they do not have a right to complain.

❖ Past-President Miller - No report.

❖ Ombuds Heikes - No report.

❖ Parliamentarian Newman - No report.

❖ Governance and Operations Committee Chair Bitzer

- What is the time table for restructuring committees?
  - Mitch Berbrier - Would like suggestions as soon as there's time to put some together. Want a deadline? Can have together by end of semester so in place by next year.
  - Phillip Bitzer - Is it official charge of our committee to discuss attendance problem in Faculty Senate and moving meeting times?
  - Mitch Berbrier - If you want it, then yes.
  - Phillip Bitzer - Okay.
- What is the opinion of the group for why we have attendance problem?
  - Richard Miller – There is apathy, they don't think senate is relevant.
  - Deb Heikes – Many times the chairs of the departments don't pressure for participation/attendance.
  - Richard Miller - Reasons why some of us are moving towards a working philosophy is to help make senate more relevant so we can play a role in developing and addressing issues. We aren't there yet but moving in direction.
  - Deb Heikes-There's a long history of people not taking Faculty Senate seriously.
  - Mitch Berbrier - In my opinion, part of charge to your committee is to figure that out. One thing to do is find those people who don't show up a lot and ask why they don't think it's important or why they aren't showing up. Maybe they don't take it seriously. Might be because position was assigned to them and they don't have time for it.
  - Richard Miller - Not just the people who don't show up, but it's the same 5 people who always speak.
  - Mitch Berbrier - Gather that information.
  - Debra Moriarity- As department chair, I didn't realize the schedule was preventing our senator from going. He brought it to my attention, though. We changed the spring teaching schedule so he could attend.
  - Mitch Berbrier - Those cases where there is a scheduling conflict, it is chair

- responsibility to change it. Some chairs just don't care.
- Phillip Bitzer - How do we address that as an operations committee?
- Mitch Berbrier - First thing is to find out the source of the problem. Then look at solutions.
- Fan Tseng - Scheduling in fall was set in spring, before senator was elected, so this might be a conflict.
- Mitch Berbrier - Might be a matter of us changing our procedure and asking chair to consider senator before so no conflicts with scheduling.
- Deb Heikes - If we change meeting times at some point it will cause headaches.
- Mitch Berbrier - If we change meeting times to Friday afternoons...
- Deb Heikes- Attendance problem won't improve by moving to Friday afternoons.
- Mitch Berbrier - Want to move to Friday because we are constrained by class schedule with meeting time now. On Friday that won't happen, or on Thursday evenings, at 4:00. It's useful for meetings to go long, sometimes.
- Deb Heikes - Friday afternoon is bad time, attendance will surely go down.
- Mitch Berbrier - Trying to figure out a way for people to show up. OR should we say no senator can teach around meeting times?
- Survey software is running. Login with LDAP password.

❖ Personnel Committee Chair Cerro

- Within month of August, there was a person who was hired as administrator, a tenured full professor, and did not go through URB or PTEC. Did go to PTEC, but suppressed. Never went to URB.
  - Richard Miller - PTEC was against?
  - Ramon Cerro - I don't know. This was triggered by an opinion from the counselor, President Altenkirch asked counselor, and counselor said no. If new hiring, don't have to go to PTEC or URB. They were basing report and President Altenkirch agreed with him because faculty handbook says that, someone being hired as assistant professor without tenure. Interpretation is off, person is a new hire so doesn't have to go through PTEC or URB.
  - Richard Miller - Reads "Section 7332" of faculty handbook.
  - Tim Newman - Board rule says new administrative hires, if to be hired with tenure, tenure procedure must be identical that is used for everyone else.
  - Richard Miller - Board rule also says administrators who are hired and don't already have tenure do not get tenure.
  - Mitch Berbrier - So you wanted to discuss this at full senate? From our perspective, this is clear. There are rules locally at UAH and at Trustee level that we can quote and put into resolution that we want rules to be followed.
  - Ramon Cerro - That is admitting faculty handbook is wrong. The interpretation from counsel is wrong. Policy should be clear that everyone who gets tenure should go through same steps.
  - Mitch Berbrier - That's what I'm saying we would put in Resolution.
  - Richard Miller - Resolution should state this rule should be followed in all cases.

- Ramon Cerro - Then we are claiming that section is why they don't have to. Loophole in wording. Suggesting we make a resolution saying "this" is the correct interpretation. Not the counsel's interpretation. If that is the case, take it to systems office.
- Mitch Berbrier - Who brings it to systems office?
- Ramon Cerro - We do.
- Mitch Berbrier - Can we do that?
- Deb Heikes - We can try.
- Wai Mok - If a violation of rule then we should do that.
- Mitch Berbrier - You want to forget what faculty handbook says because of the possibility for misinterpretation, and focus on Bill 301, and state that it has been violated.
- Ramon Cerro - What we propose as policy statement of Senate is more general. As a matter of fairness, every tenure should be granted same way as to any other faculty.
- Richard Miller - This is already the policy. Stronger argument is that it is already policy. Don't have to ask for it to be a new policy.
- Deb Heikes - Cite the UAH faculty handbook policy and board policy and state they've been violated and object to that. Stay out of interpretation and state this is a fact.
- Mitch Berbrier - The better thing is to start locally before going to BOT.
- Richard Miller - There is political strategy too. One can take a more positive tack saying we aren't preventing people from being appointed, but the high quality of people you want to hire is such that there shouldn't be problem with their review going through PTEC and URB so let's follow this.
- Deb Heikes - If there is a problem, don't have to be tenured, but can still hire them.
- Ramon Cerro - One argument used is well it has to be quick and fast, before next semester starts. If goes to Office of Provost, it will take too long.
- Mitch Berbrier - Quick and fast isn't our issue. We need to present resolution that puts the administration into position of saying, no we won't follow Board Rule 301, if they reject. Then take it from there.
- Ramon Cerro - That is our recommendation. Let's tell President this should be law of land and if he says no, then take action.
- Mitch Berbrier - Do I need to go to President Altenkirch and have a discussion first to see if we can work it out behind the scenes?
- Deb Heikes - Yes, will have more success.
- Mitch Berbrier - Then I will do that.
  - Ramon Cerro will send Berbrier and Executive Committee everything on this issue, including opinion of the counsel.
- Discussion had in March about the Background Policy. Didn't get a copy.
  - Mitch Berbrier - It was sent university-wide.
    - Dr. Miller checked it. Dr. Miller thinks committee did fantastic job on reviewing.

- ❖ Undergraduate Curriculum Committee Chair Moriarity
  - Electronically approved a pile of course changes and new courses that had been waiting over summer. Signed those yesterday. Does report come back to senate of what all courses are? Anyone care?
    - Tim Newman - Some chairs have done that, some haven't.
    - Mitch Berbrier-All should be...
    - Richard Miller-Put in report at end of semester.
    - Debra Moriarity - There will be a continuous flow of things and so that will be easier.
    - Mitch Berbrier-That's fine.
    - Richard Miller- Physics was seeking to develop new undergraduate plan of study. At this stage, no change done.
    - Cerro - Proposed merging of Industrial Engineering and Aerospace, separating Aerospace. Matter of very important policy with AUP that every change like that should be discussed by faculty.
    - Richard Miller - Then we have a realignment policy too. Partially employed with Department of Physics.
    - Tim Newman - Can we find out what the status of this merger is?
    - Ramon Cerro - It is just an idea right now.
    - Tim Newman - Ask the president about it? If it's a rumor?
    - Mitch Berbrier - Okay.
- ❖ Finance and Resources Committee Chair Hickman
  - The budget is now on website for next fiscal year. Tim and I have looked at it. Going to invite Pinner to meeting. Email any questions you have. Will provide all documents sent by Dr. Newman to Pinner. Will bring up in Faculty Senate meeting too.
- ❖ Undergraduate Scholastic Affairs Committee Chair Blackmon - N/A - absent
- ❖ Faculty and Student Development Committee Chair Tseng
  - Working on Lecturer Ladder. Pulled together from about 4 or 5 schools. Passed out summary of the college rules (see Appendix B\_Lecturer Ladder). Some issues noticed - universities put lecturers into different categories - faculty, instructor, staff. New Jersey Institute is very spatial. Ranks can go from 2 to 3.
    - Debra Moriarity - College of Science has been looking at this, contact Dean Jack Fix for more information because he has been researching this. Interesting models. Tseng asked members to check individual colleges.
    - Ramon Cerro - modify Faculty handbook. Committee should prepare a modification to faculty handbook.
    - Fan Tseng - That's probably a good idea.
    - Mitch Berbrier - Won't do that until we get it back.
    - Mitch Berbrier - Favors Virginia Tech's model.
- Discussion Items
  - ❖ Inviting Chancellor
    - Done for many years. During time of Dave Williams it stopped. Peggy thought it had been good experience for a lot of people, Dr. Altenkirch asked if he could talk to

chancellor first. Chancellor willing to come, can be here on January 9th.

- Deb Moriarity- In the past chancellor came and addressed entire faculty.
- Mitch Berbrier - That Faculty Senate meeting has to be made known to all faculty, not just Faculty Senate members. If we get the chancellor and only Faculty Senate members show up, looks like no one showed up.
- Deb Moriarity - Change time of meeting?
- Mitch Berbrier - Peggy said in more recent times, it was just meeting between chancellor and Executive Committee.
- Deb Moriarity - A lot of people liked hearing the chancellor and his comments about the system.
- Mitch Berbrier - That's the set up now. Need to find a place to hold the meeting.
- ❖ NCURA - National Counsel of Research Administration coming in. Gloria Greene wants 5 people for 1 1/2 hour to talk with this group. She sent Dr. Berbrier a list of people suggested to use from each college. Talked with Dr. Miller and Dr. Scholz.
  - Richard Miller- Senate President can ask a non-faculty member to represent.
  - Ramon Cerro - Doesn't think it proper to send an Assistant Professor. Needs to be more senior.
  - Mitch Berbrier asked for names.
    - Ramon Cerro will send names to Dr. Berbrier. Dr. Miller proposed a name. Dr. Newman proposed a name. Dr. Berbrier is going to ask if we can have more than one from each department.
- ❖ Webpage development/improvements
  - Kala explained changes that have been made to website. Meeting times are available. Senate members and Committees are updated. Design changes to be made, but design is limited. Resolutions will be up soon. Minutes are in process of being updated.
- ❖ Sr v Jr Senators (see Appendix C\_Senior Senator Status)
- ❖ Revising Bill 12/13-04 as 13/14-01
  - Received response from Provost - rejection. In reading the response, he misunderstood the purpose and what Faculty Senate was trying to do. He had a meeting with him. Problem was with the wording - he claims every Dean was having problems with the wording. Dr. Berbrier and he went back and forth over the wording. Dr. Berbrier has done a re-worded draft for everyone to look at. Wants appropriate committee to discuss it. Dr. Miller thinks this was Personnel Committee (they created original bill), but is going to find out to send it back to them.
    - Richard Miller - We weren't precluding other faculty that they wanted from being on committee, but the only thing we were trying to do, maybe the wording wasn't right, was say that as representing body of faculty, when we identify senators or senate representatives, those people are by mandate faculty representatives and they have responsibilities to report back to Faculty Senate. General faculty member may have expertise, but doesn't have responsibility.
    - Mitch Berbrier - He got somewhat of that, but he didn't like the way it was worded.

Now it's shorter, simpler, and clearer. Biggest problem was with word "appointed". Last year we were worried that would happen. Rejected on that alone. What do we do about the wording? He said if we suggest a group for him, he guarantees there will be appointments made from that list.

- Richard Miller - Why?
- Mitch Berbrier - Because it's a matter of feeling too constrained in certain situations. So, what can we do to salvage this bill? He said President is willing to say, in a bill that he supports that the administration guarantees Faculty Senate as faculty representatives an appointment from a list given.
- Richard Miller - In the past, handpicked certain faculty to get a particular decision or policy that the president wanted.
- Mitch Berbrier - I explained that to him. He asked where it came from. As long as we have some reps there, we will be okay.

➤ Meeting adjourned at 2:30 pm



### Snapshot

NSSE asks first-year and senior students about a wide range of educationally purposeful activities (for more information, see page 4). This *Snapshot* is a concise collection of key findings from your institution's NSSE 2013 participation. We hope this information stimulates discussion on your campus about the undergraduate experience. Additional details about these results, including statistical test results, can be found in the reports referenced throughout.

#### Comparison Group

The comparison group featured in this report is

#### Southeast Public

See your *Selected Comparison Groups* report for details.

### Engagement Indicators

Sets of items are grouped into ten Engagement Indicators, which fit within four themes of engagement. At right are summary results for your institution. For details, see your *Engagement Indicators* report.

#### Key:

- ▲ Your students' average was significantly higher ( $p < .05$ ) with an effect size at least .3 in magnitude.
- △ Your students' average was significantly higher ( $p < .05$ ) with an effect size less than .3 in magnitude.
- No significant difference.
- ▽ Your students' average was significantly lower ( $p < .05$ ) with an effect size less than .3 in magnitude.
- ▼ Your students' average was significantly lower ( $p < .05$ ) with an effect size at least .3 in magnitude.

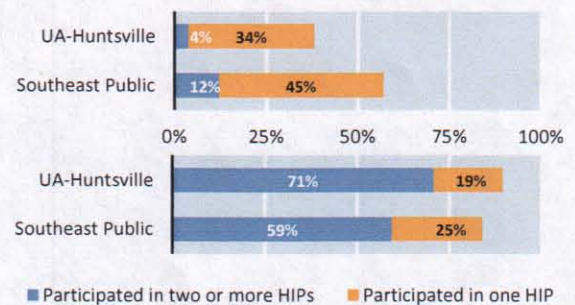
Theme	Engagement Indicator	Your students compared with Southeast Public	
		First-year	Senior
Academic Challenge	Higher-Order Learning (HO)	---	---
	Reflective & Integrative Learning (RI)	---	▽
	Learning Strategies (LS)	---	▼
	Quantitative Reasoning (QR)	---	---
Learning with Peers	Collaborative Learning (CL)	---	---
	Discussions with Diverse Others (DD)	---	---
Experiences with Faculty	Student-Faculty Interaction (SF)	---	---
	Effective Teaching Practices (ET)	---	---
Campus Environment	Quality of Interactions (QI)	---	---
	Supportive Environment (SE)	---	▼

### High-Impact Practices (HIPs)

Due to their positive associations with student learning and retention, special undergraduate opportunities are designated "high-impact." For more details and statistical comparisons, see your *High-Impact Practices* report.

*First-year*  
Learning Communities, Service-Learning, and Research w/Faculty

*Senior*  
Learning Communities, Service-Learning, Research w/Faculty, Internships, Study Abroad, and Culminating Experiences



### Administration Summary

	Count	Resp. rate	Female	Full-time
<i>First-year</i>	284	25%	60%	97%
<i>Senior</i>	237	42%	52%	86%

Refer to your *Administration Summary* and *Respondent Profile* reports for more information.

### Additional Questions

Your institution administered the following additional question set(s):

#### Academic Advising

#### Learning with Technology

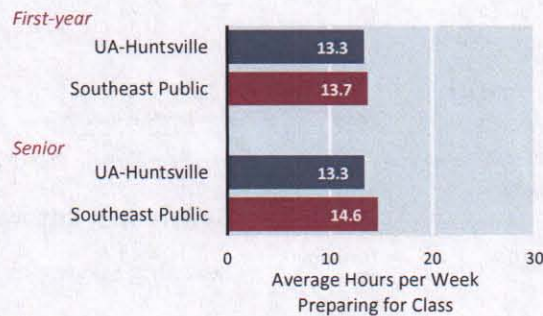
Refer to your *Topical Module* report(s) for complete results.

### Academic Challenge: Additional Results

The Academic Challenge theme contains four Engagement Indicators (HO, RI, LS, QR) as well as several important individual items. The results presented here provide an overview of these individual items. For more information about the Academic Challenge theme, see your *Engagement Indicators* report. To further explore individual item results, see your *Frequencies and Statistical Comparisons*, the *Major Field Report*, or the *NSSE Institutional Report Builder* (described on p. 4).

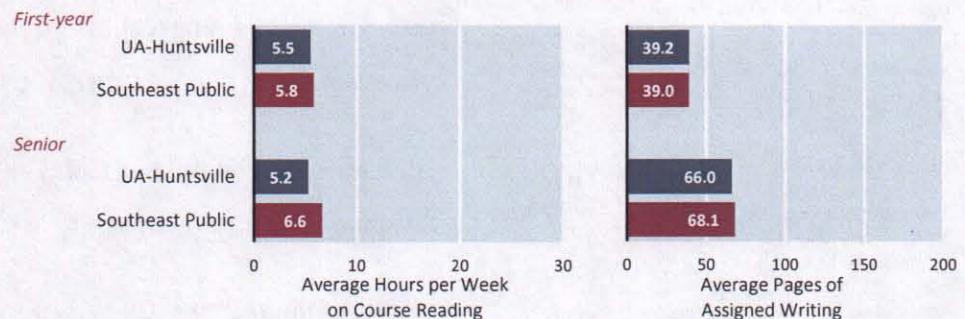
#### Time Spent Preparing for Class

This figure reports the average weekly class preparation time for your first-year and senior students compared to students in your comparison group.



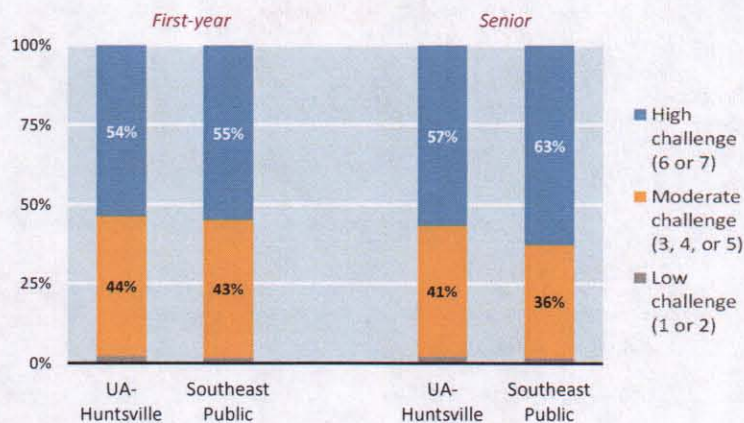
#### Reading and Writing

These figures report the average number of hours your students spent reading for their courses and the average number of pages of assigned writing compared to students in your comparison group.



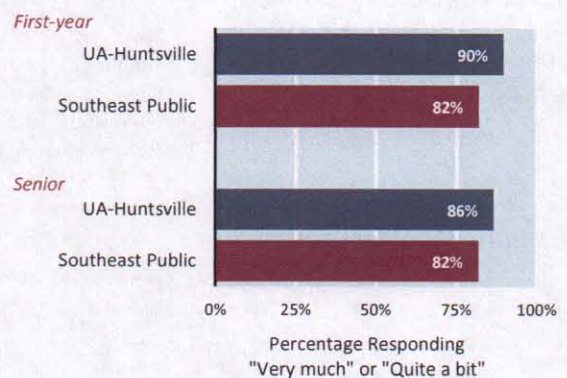
#### Challenging Courses

To what extent did your students' courses challenge them to do their best work? Response options ranged from 1 = "Not at all" to 7 = "Very much."



#### Academic Emphasis

How much did students say their institution emphasizes spending significant time studying and on academic work? Response options included "Very much," "Quite a bit," "Some," and "Very little."



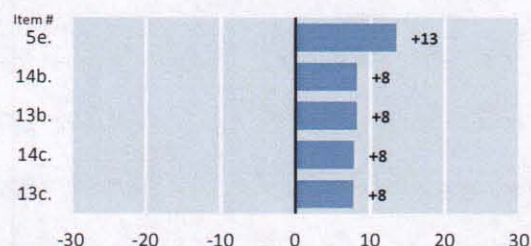
## Item Comparisons

By examining individual NSSE questions, you can better understand what contributes to your institution's performance on Engagement Indicators and High-Impact Practices. This section displays the five questions<sup>d</sup> on which your first-year and senior students scored the highest and the five questions on which they scored the lowest, relative to students in your comparison group. Parenthetical notes indicate whether an item belongs to a specific Engagement Indicator or is a High-Impact Practice. While these questions represent the largest differences (in percentage points), they may not be the most important to your institutional mission or current program or policy goals. For additional results, refer to your *Frequencies and Statistical Comparisons* report.

### First-year

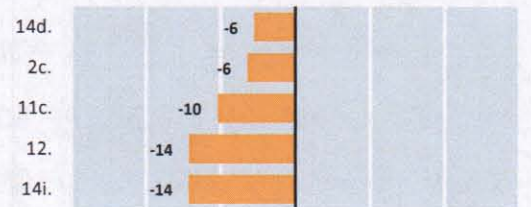
#### Highest Performing Relative to Southeast Public

- Instructors... Provided prompt and detailed feedback on tests or completed assignments<sup>c</sup> (ET)
- Inst. emphasizes... Providing support to help students succeed academically<sup>c</sup> (SE)
- Quality of interactions with... Academic advisors<sup>d</sup> (QI)
- Inst. emphasizes... Using learning support services (...) <sup>c</sup> (SE)
- Quality of interactions with... Faculty<sup>d</sup> (QI)



#### Lowest Performing Relative to Southeast Public

- Inst. emphasizes... Encouraging contact among students from different backgrounds...<sup>c</sup> (SE)
- Included diverse perspectives (...) in course discussions or assignments<sup>b</sup> (RI)
- Participated in a learning community or some other formal program where... (HIP)
- About how many...courses have included a community-based project (service-learning)?<sup>e</sup> (HIP)
- Inst. emphasizes... Attending events that address important social/econ./polit. issues<sup>c</sup> (SE)

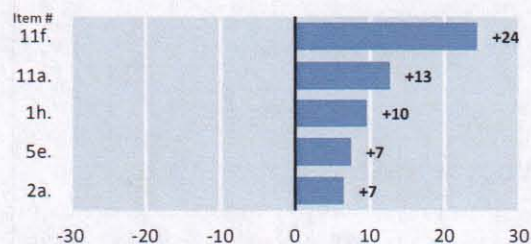


Percentage Point Difference with Southeast Public

### Senior

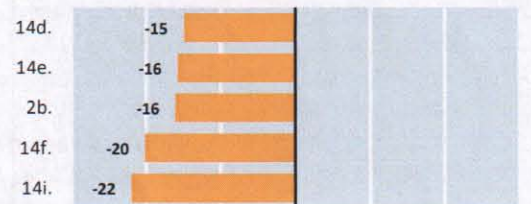
#### Highest Performing Relative to Southeast Public

- Completed a culminating senior experience (...) (HIP)
- Participated in an internship, co-op, field exp., student teach., clinical placemt. (HIP)
- Worked with other students on course projects or assignments<sup>b</sup> (CL)
- Instructors... Provided prompt and detailed feedback on tests or completed assignments<sup>c</sup> (ET)
- Combined ideas from different courses when completing assignments<sup>b</sup> (RI)



#### Lowest Performing Relative to Southeast Public

- Inst. emphasizes... Encouraging contact among students from different backgrounds...<sup>c</sup> (SE)
- Inst. emphasizes... Providing opportunities to be involved socially<sup>c</sup> (SE)
- Connected your learning to societal problems or issues<sup>b</sup> (RI)
- Inst. emphasizes... Providing support for your overall well-being...<sup>c</sup> (SE)
- Inst. emphasizes... Attending events that address important social/econ./polit. issues<sup>c</sup> (SE)



Percentage Point Difference with Southeast Public

a. The displays on this page draw from the 53 items that make up the ten Engagement Indicators and six High-Impact Practices. Key to abbreviations: HO = Higher-Order Learning, RI = Reflective & Integrative Learning, LS = Learning Strategies, QR = Quantitative Reasoning, CL = Collaborative Learning, DD = Discussions with Diverse Others, SF = Student-Faculty Interaction, ET = Effective Teaching Practices, QI = Quality of Interactions, SE = Supportive Environment, HIP = High-Impact Practice. Item numbering corresponds to the survey facsimile included in your Institutional Report and available on the NSSE Web site.

b. Combination of students responding "Very often" or "Often."

c. Combination of students responding "Very much" or "Quite a bit."

d. Rated at least 6 on a 7-point scale.

e. Percentage reporting at least "Some."

### How Students Assess their Experience

Students' perceptions of their cognitive and affective development, as well as their overall satisfaction with the institution, provide useful evidence of their educational experiences. For more details, refer to your *Frequencies and Statistical Comparisons* report.

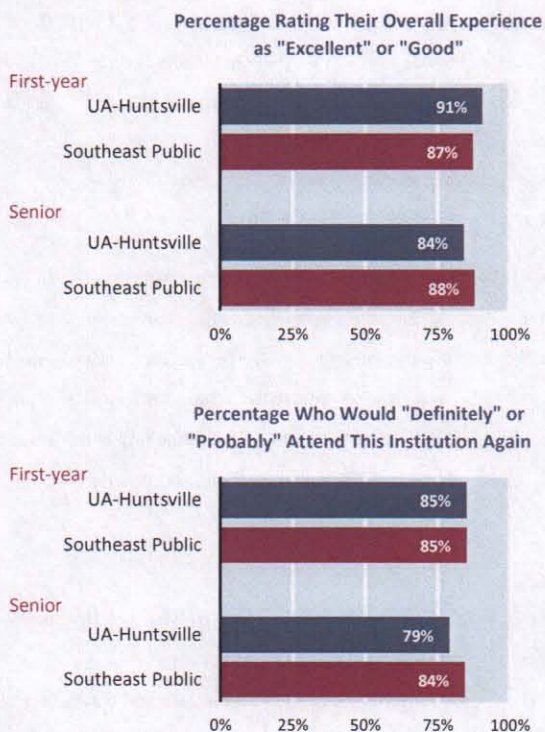
#### Perceived Gains Among Seniors

Students reported how much their experience at your institution contributed to their knowledge, skills, and personal development in ten areas.

Perceived Gains (Sorted highest to lowest)	Percentage of Seniors Responding "Very much" or "Quite a bit"
Thinking critically and analytically	86%
Working effectively with others	72%
Writing clearly and effectively	67%
Analyzing numerical and statistical information	67%
Acquiring job- or work-related knowledge and skills	65%
Speaking clearly and effectively	64%
Solving complex real-world problems	58%
Understanding people of other backgrounds (econ., racial/ethnic, polit., relig., nation., etc.)	48%
Developing or clarifying a personal code of values and ethics	46%
Being an informed and active citizen	43%

#### Satisfaction with UA-Huntsville

Students rated their overall experience at your institution and whether they would attend your institution again.



### What is NSSE?

NSSE annually collects information at hundreds of four-year colleges and universities about student participation in activities and programs that promote their learning and personal development. The results provide an estimate of how undergraduates spend their time and what they gain from attending their college or university. Institutions use their data to identify aspects of the undergraduate experience that can be improved through changes in policy and practice.

NSSE has been in operation since 2000 and has been used at more than 1,500 colleges and universities in the US and Canada. More than 90% of participating institutions administer the survey on a periodic basis.

Visit our Web site: [nsse.iub.edu](http://nsse.iub.edu)

### Try the Institutional Report Builder

The NSSE Institutional Report Builder, to be updated with 2013 results in early fall, is an interactive tool for participating institutions to instantly generate custom reports using their NSSE data. Create tables of Engagement Indicator statistics or item frequencies that compare subgroups of students within your institution, or that compare your students to those from a customized comparison group. Access the Institutional Report Builder via the Institution Interface. [nsse.iub.edu/links/interface](http://nsse.iub.edu/links/interface)



Summary:

University	Category	Ranks	Promotion
Univ of Alabama	Faculty	Instructor	N/A
George Mason Univ	Faculty	Instructor	N/A
New Jersey Inst. Of Tech	Instructional Staff	University Lecturer, Senior University Lecturer	No year specified. Record of sustained instructional excellence
Clemson Univ.	Special Faculty	Lecturer. Senior Lecturer	After 4 full years of service
Virginia Tech	Instructor Faculty	Instructor, Advanced Instructor, Senior Instructor	A minimum of 5 years before consideration of promotion to each higher rank

Issues:

1. Category
2. How many levels?
3. Criteria for promotion
4. Minimum years of service before promotion

Senior Senator Status  
By Department/Unit  
Beginning 2005  
Including 2013-2014

	Senator Name	Dates Served	Consecutive Years
<b>Business Administration</b>			
	Wai Mok (At Large)	2009-2010, 2010-2011, 2011-2012, 2012-2013, 2013-2014*	5
	Charles Hickman (Accounting/Finance)	2011-2012, 2012-2013, 2013-2014	3
	Chris Allport (Economics/IS)	2012-2013, 2013-2014	2
	Fan Tseng (Mngmnt/Marketing)	(2005-2006, 2006-2007), 2013-2014	(2) 1
	Dan Sherman (At Large)	2013-2014	1
<b>Liberal Arts</b>			
	Deb Heikes (Philosophy)	2005-2006, 2006-2007, 2007-2008, 2008-2009, 2009-2010, 2010-2011, 2011-2012, 2012-2013, 2013-2014*	9
	Eric Seemann (Psychology)	2008-2009, 2009-2010, 2010-2011, 2011-2012, 2012-2013, 2013-2014	6
	Carolyn Sanders (Music)	2009-2010, 2010-2011, 2011-2012, 2012-2013, 2013-2014	5
	Bhavani Sitaraman (Sociology)	(2006-2007, 2007-2008), 2010-2011, 2011-2012, 2012-2013, 2013-2014	(2) 4
	Derrick Smith (Education)	2011-2012, 2012-2013, 2013-2014	3
	Christine Sears (History)	(2011-2012), 2012-2013, 2013-2014	(1) 2
	<b>Mitch Berbrier (Sociology)</b>	<b>2012-2013*, 2013-2014*</b>	<b>2</b>
	Keith Jones (Art/Art History)	(2005-2006), 2012-2013, 2013-2014	(1) 2
	Angela Balla (English)	2012-2013, 2013-2014	2
	Anne Marie Choup (Political Science)	2012-2013, 2013-2014	2
	Andree Reeves (Political Science)	(2005-2006, 2006-2007, 2007-2008, 2008-2009, 2009-2010), 2013-2014	(5) 1
	Pavica Sheldon (Comm Arts)	2013-2014	1
	<b>Joe Taylor (English)</b>	<b>2013-2014</b>	<b>1</b>
	Linda Maier (Foreign Lang)	2013-2014	1
	<b>Nick Jones (Philosophy)</b>	<b>2013-2014</b>	<b>1</b>
<b>Engineering</b>			
	Ramon Cerro (Chemical/Materials)	2011-2012, 2012-2013, 2013-2014	3
	Kader Frendi (Mechanical/Aerospace)	(2005-2006, 2006-2007, 2007-2008*), 2012-2013, 2013-2014	(3) 2
	Junpeng Guo (Electrical/Computer)	2012-2013, 2013-2014	2
	<b>Jeff Evans (Mechanical/Aerospace)</b>	<b>2012-2013, 2013-2014</b>	<b>2</b>
	<b>James Blackmon (Mechanical/Aero)</b>	<b>2012-2013, 2013-2014</b>	<b>2</b>
	James Swain (Industrial/Systems)	2013-2014	1
<b>Nursing</b>			
	Marlena Primeau	2011-2012, 2012-2013, 2013-2014	3
	<b>Anna Benton</b>	<b>2012-2013, 2013-2014</b>	<b>2</b>

	Peggy Hays	2012-2013, 2013-2014	2
	Kristen Herrin	(2010-2011, 2011-2012), 2013-2014	(2) 1
	Elise Adams	2013-2014	1
<b>Science</b>			
	Richard Miller (Physics)	2005-2006, 2006-2007, 2007-2008, 2008-2009*, 2009-2010, 2010-2011, 2011-2012*, 2012-2013*, 2013-2014*	9
	Carmen Scholz (Chemistry)	2007-2008, 2008-2009, 2009-2010, 2010-2011*, 2011-2012, 2012-2013, 2013-2014	7
	Tim Newman (Computer Science)	2009-2010, 2010-2011*, 2011-2012*, 2012-2013*, 2013-2014*	5
	James Baird (Chemistry)	2010-2011, 2011-2012, 2012-2013, 2013-2014	4
	Phillip Bitzer (Atmospheric Science)	2011-2012, 2012-2013, 2013-2014	3
	Nick Pogorelov (Physics)	2011-2012, 2012-2013, 2013-2014	3
	Luciano Matzkin (Biology)	2012-2013, 2013-2014	2
	Debra Moriarity (At Large)	2012-2013, 2013-2014	2
	Leonard Choup (Math Science)	2012-2013, 2013-2014	2
	Jakobus le Roux (Physics)	2012-2013, 2013-2014	2
	Craig Cowan (Math Science)	2013-2014	1

Key:

Asterisk (\*) indicates senator held office that year

Red lettering indicates there is a higher senator in specific area

Parenthesis around (dates served) indicates earlier service in which there was a break before current service

Parenthesis around (consecutive years) indicates the consecutive years of the earlier service