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**FACULTY SENATE EXECUTIVE MEETING**

**January 9, 2020  
12:50 P.M. BAB 103**

***Present: Laird Burns, Monica Dillihunt, Jeff Weimer, Mike Banish, Tim Newman, Lori Lioce, Carmen Scholz, Seyed Sadeghi, Carolyn Sanders, Paul Whitehead***

***Ex-Officio: Provost Christine Curtis***

***Guest: President Darren Dawson***

- **Faculty Senate President Laird Burns called the meeting to order at 12:51 pm.**
- **Meeting Review:**
  - **Bill 438**
  - **Electronic Signature Policy placed on FS agenda.**
- **Administrative Reports**
  - **Facilities Updates**
    - Morton Hall June 2020 (Targeted Construction Completion in April 2020; Targeted Furniture Installation in May 2020; Targeted Building Occupancy in June 2020).
    - Shelby Center Basement (Targeted Construction Completion in June 2020, Targeted Furniture Installation in early July 2020, Targeted Building Occupancy in late July 2020).
    - Spragins Hall Exterior (Targeted Construction Completion in March 2020. Delays are a result of structural issues that must be addressed and reworked before field measurements could be taken and materials ordered).
    - Future Projects (For the projects below, we are developing cost estimates and timelines ready for review by early February).
      - Roberts Hall (3rd and 4th floor renovations)
      - Greenway (Phase 3B – North of the Library)
      - IT Data Center (upgrades & redundancy)
        - Laird – When campus planning meets, will we have a path forward?
        - President – For Roberts, we will go to the committee. We will discuss what we can do from \$1M-\$4M. I doubt we can do all the way to \$4M. The greenway may be on hold. It will depend on cost.
        - Mike – What is the greenway north of the library?
        - President – It is the gravel path that runs north of the library.

**Senior Administrative Searches**

- VP for Diversity, Equity, and Inclusion - Campus visits scheduled for January 13th - 17th for four finalists.
- VP for Advancement - Position closed on December 20<sup>th</sup>; 9 applicants met the minimum qualifications; next steps - search committee review of qualified applicants.

- VP for Research and Economic Development - Submitted ad template and job description to search committee on December 4, 2019 for review. First committee meeting is on January 16<sup>th</sup>.
- Director of Athletics - Position was posted on December 18, 2019; closing date January 17<sup>th</sup>. Search committee review to be scheduled shortly after closing date.

#### **Academic Affairs Dean Search and Dean Reviews**

- Dean of Science. Search Committee for the Dean of Science search will conduct airport interviews on January 24, 2020.
- Dean of Engineering, Dean of Education, and Dean of Professional and Continuing Studies are currently undergoing their five-year reviews as required by the Faculty Handbook.

#### **UAH Strategic Plan 2028**

- UAH Strategic Plan 2028 Goals
  - Goal 1: Excellence in Education: Student-centered education focused on student success
  - Goal 2. Leadership in Research, Scholarship, and Creative Achievement
  - Goal 3: Community Engagement and Outreach
  - Goal 4. College Goal—Each College may select its own goal that is appropriate to the mission and vision of the college.
- UAH Strategic Plan 2028 Timeline
  - January 6, 2020: Initiate strategic planning process at the college, division, unit levels.
  - May 15, 2020: All strategic plans are due to the Office of Academic Affairs.
  - May 16 to June 1, 2020: Strategic planning materials from the units and colleges are distributed to the University Strategic Planning Committee.
  - June 2020: University Strategic Planning Committee begins its deliberations.
  - September 2020: University Strategic Planning Committee completes a draft of the UAH Strategic Plan 2028 for distribution back to the colleges and units.
  - October 2020: UAH Strategic Plan 2028 is sent to the colleges and units for review.
  - November 2020: Colleges and units submit comments to the University Strategic Planning Committee regarding the UAH Strategic Plan 2028.
  - January 2021: UAH Strategic Plan 2028 is complete and submitted to University of Alabama System Office for approval at the Board of Trustees April meeting.
  - January 2021: Colleges and units will select metrics and finalize their strategic plans in concert with the UAH Strategic Plan 2028.
  - March 2021: Colleges and units submit their strategic plans to the Office of Academic Affairs for final review by the University's Strategic Planning Committee and posting on the University's website.
  - April 2021: Present Mission of Strategic Plan 2028 to the Board of Trustees.
  - April 2023, 2025, 2027: University Strategic Planning Committee reviews, updates, and monitors the progress on key performance indicators of the UAH Strategic Plan 2028
- UAH Strategic Plan 2028 Format for Division/Unit/College
  - College/Unit Vision
  - College/Unit Mission
  - College/Unit Values
  - College/Unit Value Proposition
  - Goals

- Objectives (Limit of three objectives in addition to required objectives which are related to Outcomes-based Funding)
- Actions (Limit of three or fewer actions per objective)
  - Laird – I think this is a good step forward. I have done strategic plans for 30 years. When we talk about products, in our case undergraduate and graduate degrees, our business plan doesn't talk about any of those. To me, you have to have your products in there as well. How do we know that we are paying attention to those degrees? What are the metrics? I strongly believe we should pay attention to those in our strategic plans.
  - Jeff – I have a couple of thoughts and questions. I think a resource the college needs is a person/webpage, so they can go to and see how to put together a plan.
  - Carmen – What is the strategic planning committee?
  - Provost – We don't have that yet. The Faculty Senate President, Staff President, and SGA President will serve.
  - Mike – How far down in the organizational structure can the strategic plan go? Can different departments within a college have different goals and objectives?
  - Provost – The colleges submit their strategic plans. The college has to come to an agreement on the plan.
  - Mike – Can mechanical engineering have a different set of objectives than civil?
  - President – I would say in general, yes.
  - Tim – At UAH we have had a number of structural challenges. This has affected us in US News and World rankings. We are horrible on alumni giving. I think we have tried to address these issues with a piece mill process. To meet our retention goals, we are meeting with individual students. We are looking to see what courses they are missing to get them out in six years. This doesn't address the structural issues. I think you have some opportunities to address these core issues. I think there are some trends that are fighting against our relationship with our students. Online education will limit their connection with a faculty member. I think we need to hire top notch faculty. We have invested a lot in buildings, we need to in faculty. I think we have another opportunity for you to connect with the students. Your talks with the faculty was so engaging. If you can bottle that and present it to the students, I think that is a great path forward. You have such an opportunity to relate to the students by being from the area.
  - President - We need to get better in our ranking but there are some that don't care about that. We are double minded here. We need to decide what we want to be.
  - Mike – I think you are correct in that the number of our ranking isn't important to everyone. We should have a better giving rate. Our opinion from high school counselors should be better

than it is. People need to think of UAH as a great institution to go to. I think we need to take a serious look at those numbers.

- President- We can schedule some additional meetings to discuss these ideas.
- Carolyn – I would add that we have always said that we are comprehensive university. To me that is the biggest question to address. Are we or aren't we? Actions aren't always indicating that. I don't want faculty to stay where it isn't a fit for them.

### **Outcomes-based Funding**

- Increase of 500,000 adults with a credential/degree by 2025
- Possible Metrics: None of these metrics are yet determined or defined. However, the ones that might be used for Outcomes-based Funding are given below.
  - Number of degrees: BA/BS, MA/MS, DNP/PhD
  - Progression toward degree: for example, 30, 60 and 90 credit hours
  - 100 degree/ FTE
  - High demand degrees: possibly education/teaching, nursing, STEM, etc. degrees
  - Retention (undefined)
  - Research (possibly research expenditures or possibly a ratio of expenditures to number of faculty or state appropriations)
  - Underrepresented groups such as underrepresented minorities, low income, first generation, adults, etc.; a premium for enrollment as well as degree completion is possible
- Financial Model: to be discussed at January meeting

### **Chapter 9 of the UAH Faculty Handbook**

- Chapter 9 revision prepared by the Faculty Senate is being reviewed by
  - Office of Human Resources
  - Academic Deans

### **➤ Officer/Committee Reports**

- Laird Burns, President
  - January meeting with Provost Curtis, and President-Elect Newman (President Dawson out of town)
  - Subsequent meeting with Provost and VPRED on Chapter 5 – later discussions
  - Chapter 5 – language agreement, to FSEC and FS, too late to make January meeting
  - Ch 9 update
  - Strategic plan update
  - Workforce development metrics for state funding
- Committee and other submissions for FSEC and FS – suggest Friday noon or Monday 10 am deadline so we have time to consider and process
- Bylaws review – just received, February meeting
- Proposal from Faculty and Student Development Committee and Candace Lanius on UAH counseling website – introduce during committee report, consider for February meeting
- Committee votes – must be in person per Robert's Rules, remove voting not per Bylaws
- FS elections?
- January meeting – Chancellor St. John, Ron Gray, Britt Sexton
- Links on Faculty Handbook webpage do not work
- Campus planning committee – meeting on Roberts Hall? Greenway?
- Budget committee – Todd Barre, February?

- Benefits – FAQ's – do we want February Q&A?
- PTAC/URB members – are Research Center Directors in an administrative position?
- Academic Misconduct
  - Interim policy extension – removed student agreement
  - In SGAs hands
  - Response from Deans – agree with all except Academic Misconduct Monitor
- Add Research Council reports to University reports on FSEC/FS Agenda
- BETA (Behavioral Evaluation and Treat Assessment) team – activities and understanding
- Add Research Council to University Committees
- \$5 million shortfall on I<sup>2</sup>C – source of funds? – budget committee?
- Open issues
  - ISR data on faculty positions and rank – need to analyze for Faculty Senate representation, trends over time for tenure/clinical/lecturers/instructors, diversity
  - Staff Senate – joint resolutions conversations
  - Reclassification of senior lecturer to clinical positions without posting the position not allowed per Faculty Handbook, violation of shared governance
  - COS – imposed metrics schemes without faculty collaboration and voting, not ties to FAR, biased toward some and against others
  - Activating University committees – in progress, need to continue
  - Continue to improve communication between Faculty Senate and Administration
- Lori Lioce, Governance and Operations Committee Chair
  - We currently are using remote voting for certain committees.
    - Tim – Our bylaws specific say we can elect members by remote ballots. Committee have to meet and vote in person unless our bylaws are specifically written to state that.
    - Monica – The curriculum committee has been doing that since I have been at the university. I motion that the Governance and Operations committee would look at adding a bylaw change to state that committees can vote electronically. Jeff seconds.
    - Tim – I have been on curriculum committee and we did not vote electronically. If you want to do it electronically, you have to have the bylaws state that. Senate is a deliberative body.
    - Jeff – The directive is that the committee consider adding a bylaw. Until then, you can't continue voting electronically.
    - Laird – All in favor of the committee considering to make the draft change to the bylaws. We will specify how that will be. 6 in favor. 2 opposed. Passes.
- Tim Newman, President Elect
  - On Faculty 180, reappointment committee members aren't anonymous. With that, we feel comfortable adding non-tenure. Was there an intention in that changing?
    - Provost – In the colleges, the letters go to the faculty.
  - TIAA-CREF contributions have been showing up a week late. They usually showed 3-5 days after pay date. The last one December 27<sup>th</sup> showed twelve days later. I have had several questions about that.
  - I have heard comments on registration holds from faculty and students. Some students were bounced out and put on a wait list. They were frustrated to know what their classes were going to be. On the faculty side, there are a lot of issues

with that too. There was one class where fifteen showed up that wasn't on the list. There is an issue with that with fire code. There were several classroom changes too. Do we have a sense of what happened?

- Provost – I have an incomplete knowledge. They haven't completely figured it out. Malcolm has been working with the bursar. There was an error in the code that didn't happen in spring and summer but happened in the fall. My understanding is that the code picked up information from a form that caused students to be dropped in error. Some were dropped because they had balances. The issue with that is the email to those students didn't say they would be dropped if they had a balance. Many students didn't read it or didn't understand the consequences. We have taken this very seriously. We will start doing it in March for this semester and end of October for fall semester. This will remind them to check their balances. They are looking at buying a texting package for important messages like this. Danny is working with Malcolm to fix the code. We knew students had been dropped after the fact. On Thursday and Friday they worked to get the students back. We then started working with the registrar. We asked for all names that were dropped in error. We attempted to get them in class and were successful.
  - Mike Banish, Past President
    - No report.
  - Monica Dillihunt, Parliamentarian
    - No report.
  - Carmen Scholz, Ombudsperson
    - I still have four cases before me.
  - Jeff Weimer, Finance and Resources Committee Chair
    - RCEU proposals..
  - Carolyn Sanders, Undergraduate Scholastic Affairs Committee Chair
    - No report.
  - Seyed Sadeghi, Faculty and Student Development Committee Chair
    - No report.
  - Mike Banish, Personnel Committee Chair
    - No report.
- Tim motions to place Electronic Signature Policy on FS agenda.
- Meeting adjourned at 2:20 pm.