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**FACULTY SENATE EXECUTIVE MEETING**

**December 5, 2019  
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***

***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 437 passed.**
  - **Bill 438 passed.**
  - **Chapter 9 passed.**
- **Administrative Reports**
  - **President Darren Dawson & Provost Christine Curtis**
    - **Facilities**
      - Updates on Morton Hall (Targeted Completion Date: June 2020)
      - Shelby Center Basement (Targeted Completion Date: July 2020)
      - Spragins Hall Exterior (Targeted Completion Date: December 2019)
  - **Senior Administrative Searches**
    - VP for Diversity, Equity, and Inclusion (The committee has selected four candidates who will visit campus in early January)
    - VP for Advancement - Search committee selected; ad placed internally and externally for 30 days ending on December 16th; candidate review to begin after the holiday break
    - VP for Research and Economic Development - Search committee selected; approval to begin the search received from the System office on November 22nd; finalizing job description and PARF; preparing ad template for Dr. Curtis to review with the committee
    - Director of Athletics - search plan submitted to the System office on November 13th; waiting for approval to proceed with the search
  - **Academic Affairs Dean Search and Dean Reviews**
    - Dean of Science. Search Committee for the Dean of Science search is currently gathering applications with the next meeting scheduled for December 19 when the committee will select the candidates to come in for Airport interviews.
    - 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.
  - **Board Items for February Currently Approved**
    - **Name and Curriculum Change**

- BS in Cybersecurity to BS in Cybersecurity Engineering
- Associate Professor Emerita Holly Jones
- Professor Emerita Laurel Bollinger
- Distinguished Professor Emeritus Yuri Shtessel
- Eminent Scholar Tommy Morris
- Commencement
  - December 16, 2019 10:00 AM
    - Engineering and Nursing
      - Speaker: Dr. Dale Thomas
  - December 16th, 2019 2:30 PM
    - Science, Business, Arts, Humanities and Social Sciences, Education, Professional and Continuing Studies
      - Speaker: Dr. Gary Zank
- Grade Processing
  - Grading Processing for Fall semesters has a particularly short because of the holiday break. We will have 2 1/2 days to award as many degrees as we can before the break.
  - Numerous departments depend on final grade processing before they can begin their own work, including: financial aid, athletics, graduate school, Student Success Center, checking for failed prerequisites, etc. In addition, transcripts need to be available for students with jobs that start the first of January.
  - Grading begins, Wednesday, December 4
  - Exams begin, Thursday, December 5 and continue to Friday, December 13
  - Commencement, Monday, December 16
  - Grading will be turned off at 9:00 a.m. on Tuesday, December 17
- **Officer/Committee Reports**
  - Laird Burns, President
    - December meeting with President Dawson, Provost Curtis, and President-Elect Newman
      - Trends over time for replacing tenured and tenure track positions with clinical, clinical with lecturers, common concern across all 3 UA System campuses
      - Discussion on moving academic positions and notice/involvement of the Faculty senate and Academic Units
      - Laird and Tim meet with Provost Curtis and Dean Sean Lane next week
      - UA – SUG faculty salary data – UAH well below SUG weighted average, need data by discipline
      - Workforce development metrics for legislature and Governor
      - UAH strategic plan – real strategic plan with goals, metrics, milestones, resources, faculty participation
    - January meeting – Chancellor St. John, Ron Gray, Britt Sexton
      - Shared governance, transparency – Chancellor, BOT members support us and shared governance, making progress with Administration
      - Support for President Dawson’s initiatives on resolving revenue challenges over time
      - Concern on benefits, conversations with UAH and Dr. Dana Keith at UA System office

- Faculty Senate view on future budget – increase emphasis on instructional support, faculty salaries as high priorities
- Data analysis
  - 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
  - Faculty and staff clinic – they are revising their resolution, we await their revisions
  - Campus security – increased building security
  - Resources for online accessibility, long term “home” and administration buy in
  - Others?
- Parking, Beville Center USCOE (U.S. Army Core of Engineers)
- Tuesday, Dec 109, VTC with ACHE, on workforce development
- Open issues
  - 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
  - Benefits – still working on FAQ’s
  - Continue to improve communication between Faculty Senate and Administration
- Tim and I met with the President and Provost about replacing tenured and tenure track positions. We are just now starting that conversation. In January, the Chancellor comes with our two trustees. We want to discuss revenue challenges. I received data regarding senate representation. President Dawson, I want to bring this parking issue up to you. It turns out the Corps of Engineers have been partners with us for a while. They have two lanes for parking, they are full. Beville Center is 15% full. They have 53 staff and up to 150 students. They have parking issues that we weren’t aware of.
  - Provost – It has. The Beville Center parking has been assigned for the students there. The parking is for Beville and Central.
- We have a VTC with ACHE on Tuesday. I think they are asking our views on workforce development.
  - Provost – We are undergoing outcome based funding reviews. They sent out a survey, which I shared with Laird and Tim Monday. They want to know what our views are on the metrics we saw. We also asked the Deans for their input. At this point, Peggy is putting the responses in. They are due at 5 pm. We will send you a copy of the final results.
  - Carmen – We keep hearing about outcome based funding. Can we identify a state that this system works well and copy?
  - Provost – There are 35 states that have some form of outcome based funding. We have asked the consultants that question. There is no one that can say the positive or negative impact. It has caused agony. Has it done any good? No one to date has indicated that. Todd’s thought is the

legislature is hoping it will relieve the pressure on them. Todd thinks that is a misplaced expectation. That wasn't the case when he was in Louisiana, it only worsened.

- Carmen – Interesting you mention Louisiana, you are echoing exactly what I have heard.
- Laird – They have told us there will be model by ACHE or we can frame our own model. We aren't going to stop the ship, we can only help direct the ship.
- Provost – We are trying our best to do it in a manner that won't hurt us.
- Tim – President Dawson, when you were at Kansas, did you have this?
- President – No.
- Tim Newman, President-Elect
  - No report.
- Monica Dillihunt, Parliamentarian
  - I want to thank Dr. Dawson and Dr. Curtis for working with Counseling Services. They are allowing students in crisis to charge their account and not asking for it upfront. They are working on a mechanism for crisis students. We did find out that we have a food pantry for students on campus.
- Carmen Scholz, Ombudsperson
  - Ombudsperson still has four cases. As I mentioned in the senate last time, I stand confused over the evaluation system in the College of Science. I don't know the resolution that will come for that. I hope this gets resolved.
    - Provost – My understanding is the Dean will be meeting with each department to explain it.
    - Carmen – Claiming you have to have \$100K in overhead is unacceptable. That was a breakdown of shared governance.
- Jeff Weimer, Finance and Resources Committee Chair
  - The student portal closes December 13<sup>th</sup> for RCEU. Please remind faculty who have proposals to solicit for their students. We have 64 initial proposals. The faculty portal will close shortly thereafter. Joey has gone through the distinguished speakers.
    - Provost – The speakers are selected.
    - Laird – Could you ask Joey to send me the list?
- Carolyn Sanders, Undergraduate Scholastic Affairs Committee Chair
  - No report.
- Seyed Sadeghi, Faculty and Student Development Committee Chair
  - We are continuing to work on student health especially mental health. We did a little work on the subject of Faculty and Staff Clinic resolution. I serve on the library committee, no subscriptions are going to cancel.
    - Provost – Did they say anything about furnishings?
    - Seyed – Yes, they are going to buy nice furniture for students.
    - Provost – It will be on the second floor. It will be a quiet study center.
- Mike Banish, Past President/Personnel Committee Chair
  - Carolyn and I sat down yesterday to generate a flowchart. We tried to capture and make it simple. Also, Tim, you have a new version that should be voted on.
  - Tim – You want to introduce those as an amendment. I think you might want to have a piece of paper stating the changes and read them out for the date issue.

- Laird - We have passed Chapter 5 and sent it out. Where are we with Chapter 9?
- Mike – Whenever you are ready.
- Laird – Campus Planning, any activity?
- President – Not right now. We may have some progress to discuss January/February.
- Approve agenda for FS meeting. Jeff motions. Mike seconds.
  - Tim – There are modifications that we want to get in. Bill 438 has a square bracket that needs to be removed.
  - Laird – All in favor of agenda. Ayes carry.
- Approve FS meeting minutes. Carolyn moves. Seyed seconds. Ayes carry.
- Jeff – I have looked back on bills that are waiting responses back. I would like to hear some responses on those bills. Bill 427 is one that has been there for a year. I am partial to this bill because I wrote this.
  - Tim – Yes, we are having the same issue this semester and students are speaking to it.
  - Mike – We need more study days.
- Chapter 9
  - Mike – Where are we on Chapter 9?
  - Tim – I have comments but I didn't bring those today.
  - Laird- Do you want to put this on next week's agenda?
  - Tim – I will have at least 8-10 comments. I think it will take a lot of time on the floor of the senate.
  - Monica – I think we need to put it off.
  - Tim – One is about leave, not faculty leave, but chair leave. Page 18, 9.14, this is partially a question before a modification. Do we have anyone on 10, 10.5, 11 appointments?
  - Provost – I know that we do. ELC are on 11 month. AMSTI is on 11 month. Some associate chairs are on 10 months. It ranges from 9-12.
  - Carmen – Do these people acquire vacation?
  - Provost – If it says calendar, they get annual and sick leave.
  - Tim – Then I think it needs to be massaged a little.
  - Mike – I leave this one to the Provost.
  - Provost – I can double check with them.
  - Mike – Sick leave also says calendar appointment.
  - Tim – Maybe the change we need in 9.14 is the same language.
  - Mike – Provost, is that okay with you?
  - Tim – I would like move that we remove Chapter 9 from the table. Mike seconds.
  - Laird – All in favor. Ayes carry.
  - Tim – I move that we amend 9.14 to say 12 month or calendar appointments. Also, there are two more instances in that same paragraph and two instances in the following paragraph that needs to follow the same language.
  - Laird - All in favor of amendment. Ayes carry.
  - Mike – I have a question, Provost. Top of page 14, it talks about benefits from teacher retirement. It says if you are on half time, you get both half credit for service and half credit for salary.
  - Tim – That isn't someone who takes a semester sabbatical. You don't have to choose that. I don't think many of our faculty chooses. The faculty members that use that to an advantage combine it with an IPA.
  - Mike – I hope that would be a leave of absence. I hope we aren't approving IPA's for sabbatical. You are losing a half year and service.

- Laird- There is probably a 32 hour requirement.
  - Provost – This is the TRS, check with them. If they have rules, that is what they are.
  - Tim – That is right. You worked for half a year making half salary.
  - Laird – Do you care to look into that?
  - Tim – I understand there is a loophole in this.
  - Tim – There a bunch of numbers for the RSA. I think we need to caveat that they can change.
  - Mike – It says that.
  - Laird – Do you want to approve this for the next meeting?
  - Tim – 9.7, I want to look at the wording. Sentence 2, this sounds like for a faculty member I can enroll in 16 hours and the first three are paid for and half for the remaining.
  - Mike – You have to have permission to take a class. This was a change that came out of the personnel committee. You couldn't take a four hour course here. This is what it says in UA and UAB.
  - Tim – The intent is to expand this benefit to faculty?
  - Mike – Yes, and their dependents.
  - Provost – There is a policy being discussed over this.
  - Laird – A question did arise about people doing advanced degrees in their department.
  - Mike – You can't do it.
  - Laird – But they are.
  - Monica – Just within your own department? If we add leadership in education that means the faculty can't take those courses?
  - Jeff – To not count towards a degree. You can take all the courses but can't earn a degree.
  - Monica – In order to have a department, you have to have someone that has a terminal degree. There are three of us that have courses that would count towards that.
  - Tim – 9.12.2, there is a mention about 10% faculty sabbatical. We have a lot of units 10 or under faculty. There will always be the case where we would be 10%. Would we want to modify that?
  - Provost – I have this fear but one time we had three faculty that got tenured promoted in the same department, then they wanted to all go on sabbatical the same semester. I had to send it back. I have asked the Deans to work with the faculty to stagger. We don't want a board member or chancellor to come back assuming we don't need them if they can all be on sabbatical. It isn't a policy but common sense.
  - Tim - Do we want to say something to allow one to go?
  - Mike - I can work on the language there.
  - Tim – I move that we amend this. Mike seconds. Ayes carry.
  - Tim – 9.17.4, the last sentence, we need another article needs to be added. Mike seconds. Ayes carry.
  - Laird – I move that we place on agenda. Ayes carry.
- Meeting adjourned 2:07.

