
FACULTY SENATE EXECUTIVE MEETING

**April 1, 2021
12:50 PM to 2:20 PM
OKT N142**

Present: Tim Newman, Kwaku Gyasi, Mike Banish, Kader Frendi, Carmen Scholz, Jeff Weimer, Emil Jovanov, Azita Amiri, Laird Burns

Absent: Carolyn Sanders

Ex-Officio and Guest (not in person; via Zoom): Provost Christine Curtis, President Darren Dawson

- **Faculty Senate President Tim Newman called the meeting to order at 12:55 PM.**
- **Meeting Review:**
 - **Bill 458 passed over.**
 - **Bill 461 passed first reading.**
 - **Electronic Signatures Policy passed to be placed on FS agenda.**
 - **Academic Misconduct Policy passed to be conditionally placed on FS agenda.**
- **Administrative Reports**
 - **President Darren Dawson**
 - **Not much has changed since we last met. We are moving through the vaccination process to include the maximum amount of people as possible. When the Governor opens the state, we will plan to include more in the vaccination process in Executive Plaza.**
 - **Carmen – There has been discussion off and on about renovation of Shelbie King Hall. Is that in the plan? What is the status?**
 - **President – We did have facilities look at Shelbie King. We are trying to price out a lighter cosmetic renovation on the first floor. We priced out the engineering building. That would cost \$55M. That is in my interest.**
 - **Azita – Nursing faculty are asking for a sidewalk to cafeteria. One is gravel and the other is out of the way. We usually walk through the grass, usually walking into a water puddle. We would appreciate some consideration.**
 - **President – We have that programmed in for the Phase III of the greenway. We have that going to the board in April for approval.**
 - **Kader – I was wondering if there have been any surprises with Shelby Center. Any water in the basement?**
 - **President – We haven't seen any problems at all.**
 - **Mike – I have a question about health check. About a week ago, it asked if I had been vaccinated. I selected yes and haven't seen that question again. Are you keeping track of the number of vaccinated individuals?**
 - **President – No, we haven't received any information on that. We are told it isn't tracked to any person, just to keep number.**
 - **Provost – We don't get any data.**

- Mike – Many of my students are telling me that they aren't getting the health check any more.
 - President – It is still working for me. We will get Christine to check into that.
 - Provost – If you go more than seven days without doing health check, you have to go back in and set it up.
 - Mike – Are we doing anything about the students that haven't done it?
 - Provost – Students? I don't know. Student Affairs are handling students not us.
 - Mike – I do trust my students. If they aren't getting anything on their phone, I believe them.
 - Laird – I have a follow up question. I have been doing health check and it works. How do they restart?
 - Provost – I haven't either. I think they go to the website and start it again.
 - Kader – As more and more get vaccinated, are they going to get dropped?
 - Provost – It will go through May 9th. Starting May 10th, we don't have to do health check anymore.
 - Emil – I have a question about background checks. We now have one for promotion. We used to only do that for tenure. Why did we start doing this?
 - Provost – We are following policy.
 - Emil – I am not aware of having them done for those going for promotion. We have we started doing this?
 - Provost – It is in the policy to do that for tenure.
 - Emil – I am talking about promotion.
 - Provost – We send the information to HR and they determine who needs it.
- Provost Christine Curtis
 - We are continuing with the Dean of Nursing search. We are asking for applications by May 28th. I am asking you today if you have any contacts in the nursing field, send in your nominations to Michele Kennedy. We are going to search diligently. There aren't that many nursing PhD's around.
 - Fifth year review of College of Business Dean is coming to conclusion.
 - Current health and safety requirements will continue through spring semester. The health and safety task force continues to meet regularly. They met last Friday and decided to give up health check May 10th. Passports will not be required for summer classes. Social distancing will change to three feet on May 10th. I am going to ask that we utilize larger classrooms to allow distancing for those who are still wanting to distance. Domestic travel will resume in August. International travel is not allowed at this point.
 - The University Awards for Excellence will take place on April 16th. We didn't have a ceremony in the fall. We will do this virtually on the 16th. We will honor those from this year and last year.
 - Friday, April 2nd, have been declared a "wellness day". There will not be any classes, presentations.
 - The respondus monitor has facial recognition but doesn't necessarily work. It works for some. It works for some with certain lighting. There have been students at Alabama that weren't allowed in to take test. They have decided to disable to the

facial recognition. We have asked them to disable as well for us. The eye movement monitor is still enabled.

- We will have pass/withdrawal grading one last time. It will follow the same procedures as before. We will continue to remind students and have very few errors.
- Registration is ongoing for summer and we have opened fall. Please let your students know that it is open and we want them back.
- Summer enrollment is down.
- Department of Management, Marketing, and Information Systems is splitting into two departments. The reason is because the department is large. It has a large number of courses. It needs part time faculty to be hired. It is a daunting task for one Chair.
- Tenure and promotion cases are completed but not announced due to background checks ongoing.
 - Tim – If someone fails the background check, does that mean end of employment?
 - Provost – The likelihood of anyone failing would be catastrophic. If it happened since employment, we would have been made aware.
 - Laird – What does driving violation mean?
 - Provost – I think it is a moving violation.
 - Laird – We are splitting. It was an administrative convenience. The Dean has been transparent. I suggested that it would be. He has followed it as a text book example. He asked if there were individual concerns. We did a public vote. It was a 14 to 2 vote. It was needed. He has been working with the Provost and done a remarkable job through this process. I know of no complaints of this.
- Kader – The universities saved a lot of money on travel this year. I bet they have saved a lot of money on utilities and maintenance. Is there a plan to reward faculty due to all these savings?
 - Provost – It is one time money. It can't be used for raises.
 - Kader – We floated a one-time bonus that didn't go anywhere.
 - Provost – The amount of money that we saved compared to Alabama was miniscule.
 - Kader – I am getting lots of excuses for missing exams. I am having to accommodate a lot of students and it is requiring a lot of Zoom time. They say they aren't coming because they didn't COVID test.
 - Provost – That was for fall semester. It is okay to ask as long as the travel is reasonable to come to campus.
 - Kwaku – Tomorrow is "wellness day" is this just for face to face? We set assignments a long time ago with due dates for tomorrow.
 - Provost – I understand. I think as a judgement call if you can extend until Monday that would be the gracious thing to do. If it has to come in tomorrow, they have known for a while.
- Carmen – Is it still our policy that our finals will be taken on campus?
 - Provost – Yes.
 - Carmen – I have been approached by two students that are taking classes that are at the same time. Now the finals are at the same time.

- Provost – Would it be possible to work with the other faculty member and make it work?
- Carmen – Okay, I can do that. Speeding tickets do go on your background check. I had to have one for stepping down as department chair.
- Azita – My concern is about the student evaluation. We have a very low participation, especially online students. I think we need to do something. Usually it is either those who really like you or hate you. I have seen some schools are holding onto final grades until they complete the evaluation form. We close it very early and don't force them to do it. Can we make changes in the future to get the students to participate?
 - Provost – I think we can start them earlier but the faculty want them closed before final exams. I would suggest to you and the FS as a whole to work with committees and bring the ideas forward.
 - Laird – I did serve on that committee. There are some open questions. I don't recall if we gave you a final report. I do remember what we came up with but don't remember a report.
 - Provost- I don't remember a report either.
 - Laird- I am happy to serve again on the committee. One challenge is not enough time to determine the research.

➤ **Officer/Committee Reports**

- Tim Newman, President
 - I have received a few university committee reports but not all of them. I need senate committee reports as well. Some universities have a position for Secretary of Academic Governance (or an Assistant Provost for Governance) . A faculty member usually serves in that position. They are the liaison between faculty and administration. Please let me know your ideas about the suitability of this for UAH as I have received a suggestion UAH consider it. Carmen Scholz will serve on the Strategic Planning Committee on behalf of the Senate. We met with the Provost and brought up classroom IT issues. We talked with President about COVID pay supplement. I do have a concern that faculty salaries have been falling behind and continue to. We also learned at that meeting that our bylaws haven't went to system yet. Police Chief interviews start tomorrow via Zoom.
 - Laird – Are we going to see the resumes on those? Tim: Remind me and I will get those to you.
 - Carmen – Can you send the Zoom link again?
 - Tim – Just remind me.
 - I was asked for names for a search committee for CISO.
 - Students in your classes are more deficient than they were before. We feel we are seeing effects of COVID era. Some students are being promoted with bigger deficiencies than normal. We are going to be struggling more in our class than normal. Provost brought up that we are going to see the same issues with students coming into the university. The Provost proposed that we get names together for those to serve in the Student Success Center.
 - The feedback deadline for the Business division is extended until next week, as you just heard from the Provost. If you like, we can discuss it here and send feedback. Or we could meet later today or tomorrow. Or we can delegate someone here. We need to figure out which way you want to go with that.

- We have a number of bill and policy responses. They were placed on the website.
- Next week is BOT meeting in Tuscaloosa. I am going to make a brief presentation.
- Kwaku's committee met and came up with great ideas. We need to look at those.
 - Mike – I think that would be a great idea.
 - Tim - What modality do you want to do for feedback?
 - Carmen – I want to come up with a recommendation here and not bother the senate.
 - Tim – I think we are sitting in a pretty position because a member has been involved from the ground up. I have appreciated what I have heard about the process.
 - Laird – I was public to the faculty on all the reasons we need to handle it this way.
 - Carmen – I think the FSEC should express that this was a model process for the future. We don't always have to complain but say what is good.
 - Tim – So you want to go on record to say this was a model process. Is there a second? Mike seconds. Called for a vote on motion: ayes carry.
- Carmen Scholz, President-Elect
 - You asked me for a report on the FPT National Committee. This group seems to be strong and ongoing. I have to decide what committee I want to be a part of.
- Laird Burns, Past President
 - I continue to get questions about online voting. We passed this through the university and they were sent to system lawyers. What is the status?
 - Provost – I will get the information to the system as soon as I can.
 - Laird – What is the ballpark idea on time?
 - Provost – I have no idea.
 - I get several questions on this. We understand that Brent is unable to work right now. Are you able to comment on that?
 - Provost- There isn't anything I can say. We just wish him well.
- Mike Banish, Parliamentarian
 - No report.
- Kader Frendi, Governance and Operations Committee Chair
 - We are proceeding smoothly with elections. We are going to be on time and done by the end of this academic year. The different university committees have received volunteers. We are getting candidates for officer positions. I think this will be closed by the end of April.
- Azita Amiri, Undergraduate Curriculum Committee Chair
 - We have received 20 more forms. We are working on that. We had major changes on the form. It is easier on the faculty.
- Jeff Weimer, Finance and Resources Committee Chair
 - We are meeting after this at 3 o'clock to rank the RCEU proposals and anticipate an announcement tomorrow.
- Emil Jovanov, Faculty and Student Development Committee Chair
 - No report.
- Kwaku Gyasi, Faculty and Student Development Committee Chair
 - No report
- Mike Banish, Personnel Committee Chair
 - You have several items from me.

➤ **FS Agenda**

- Tim - 454, 455, and 459 are out for third reading. There is an amendment for 459. This is just a technical issue with the amendment. We debated and it was decided we needed to update the bylaws at the same time. When we go to third reading, there will be a motion to adopt on third. If you want this considered, you would bring it then. We have four new bills on the agenda. One has been deferred, Bill 460. We have some logistical points with that. We have bylaw changes that are pending and are related to 460. We have some policies and three bills we need to discuss.

➤ **Bill 458**

- Tim – I need a motion to approve on first reading. Kwaku moves to approve on first reading. Azita seconds. I know G&O spent a lot of time on this. Any questions?
 - Carmen – I renew my objection to have lecturers on the senate to make decisions on academic matters they cannot participate.
 - Laird- I asked for a count by college on the various positions. Did we get an updated version on that?
 - Tim – We only have what Andrea Word obtained.
 - Laird – Do we have any interest in the update?
 - Mike – I do. It would be easy to provide.
 - Laird – Could we ask for this before the 30 day time frame?
 - Provost – Are you wanting the overall number plus lecturers in the college? I can get that for you.
 - Azita – In our college, we have clinical instructors.
 - Laird – Could you add clinical instructor by level for nursing?
 - Provost – I can do that.
 - Tim – Called for vote on putting this on faculty senate agenda. Thought voice vote was in favor. Member asked for show of hands vote. Tim announced then that there is a request for division. Open show or secret ballot? Open. Called for vote by show of hands. Two in favor. Three opposed. Motion fails. This does not pass on first reading.
 - Kwaku – Will it come back?
 - Tim – It has failed today so it won't come up at senate meeting. Is there a motion to refer to committee? None. Does anyone have any motion? No? Then is there a motion to defer instead and move to next item? Mike moves. Kwaku seconds. Tim called for a vote: ayes carry; is deferred and we move to the next item

➤ **Provost- Dr. Dawson talked with Laurel and employees are not required to report arrest or driving violation. Employees that request to use a UAH vehicle may be subject to traffic violation review.**

➤ **Bill 461**

- Tim – This comes to us from the Personnel Committee. Is there a motion? Mike moves to accept on first reading. Kader seconds.
 - Mike – We submitted Chapter 9 before. We wanted to really look at certain categories on science. They are heavily funded. It would be easy for faculty to buyout. Grants are becoming few and far between. We want to open this up more. We did add to recognize that we are still instructors at this institution. If you decide to continuously buyout, your instructor score is a zero. If you didn't do it, you don't have a score. Part of your evaluation is that of an instructor. We think the 20% is very fair. We would like to move forward as a research institution.
 - Laird – When I first started here, it was a 40% buyout for a 20% course release. I was working on DOD contracts. In order to get tenured, I had to do my 20% plus

40% for the army to get the 20% buyout. The university agreed to reduce that to 25% a few years ago. I recall it well because it was a 5% boost.

- Mike – It isn't applied evenly.
- Tim – I know we have faculty members that are in unique situations where they are expected to buyout. What do you think about that?
- Mike- We did discuss that.
- Jeff- Everything is against the idea of faculty going to find money. It is supporting the vertical towers. I very much applaud this policy. It will set a university wide appreciation on how buyout is handled.
- Carmen – Is that exterior funding or external?
- Mike – There is a line in the faculty handbook that is called exterior funding. Do you want to change?
- Laird – According to board rule 108, we are supposed to be consistent. At U of A, they don't mention the 40%. I would suggest we review this in light of our sister institutions.
- Tim – If you have any buyout, you can pick the percentage. Is this ready to go to second reading?
- Kader- I want to reinforce that I am in support of this. 40% is ridiculous. It discourages anyone to take time for research.
- Mike – My request is to move this forward. I will work with Laird and get a similar statement of UA's in there.
- Jeff – Does this mean that you take charge to bring these recommendations forward?
- Tim – Called for a vote approving on first reading. Ayes carry. Approved on first reading.

➤ **Electronic Signatures**

- Tim – This has come back to us. We had a statement attached to this asking the university to provide means to give electronic signatures. This is a revision to the policy.
 - Mike – I would like to see a sentence added in there, "It is the universities responsibility to update faculty and staff as to changes in the signature client certificate."
 - Tim – Okay, you have moved to amend. Is there a second? Carmen seconds. Called for vote on amending: Ayes carry. Then called for vote on placing this on agenda with amendment. Ayes carry.
 - Tim – Is there a motion to extend for five minutes? Member moves. Emil seconds. On the ensuing vote, ayes carry.

➤ **Academic Misconduct Policy**

- Tim – We passed a senate bill that was finalized in the fall semester. The Associate Provost suggested it be shortened. This is a proposal to do that. Motion to send to senate floor? Mike moves. Azita seconds.
 - Mike – Laird just asked about the Associate Provost, who actually sent this?
 - Tim – Michele sent this to me. This is from Brent.
 - Mike – Has Carolyn read through this?
 - Tim – She did look through it and feel the senate needed to take this up.
 - Mike – I add that Carolyn needs to send her comments on this.
 - Tim – If we don't have Carolyn's comments, we don't place it on the agenda?
 - Mike – Yes. We need the comments by Wednesday.

- Tim – So you have a Motion to amend original motion to make the item added conditionally; it will go on the agenda conditionally upon Carolyn’s comments. I think Wednesday is too late. I would like an earlier deadline.
- Tim – we need another motion to extend. Motion to extend for two more minutes made and seconded. On ensuing vote, ayes carried.
- Kader – I would say Monday.
- Mike – I will go with Monday night.
- Tim – Okay, so the motion from Mike is to amend to have it going to this Senate conditional on Carolyn having positive comments by Monday night (otherwise, item will be deferred to a future meeting). Kwaku/Kader are both seconds, I believe? Called for vote on amending: Ayes carry. Okay, now we need to vote on putting on the agenda conditionally: Ayes carry.
- Mike – Please get Chapter 7 out to your committees. I am starting to get comments back that are policy questions and some are language questions. I can’t give a final answer for.
 - Tim – When we went through this exercise before, to get the section harmonized, we had a special meeting.
- Meeting adjourned 2:34 PM.