# FACULTY SENATE MEETING

## MARCH 20, 2018 – 3:30 PM - #1010 NORTH LAWN HALL

## APPROVED MINUTES

**ABSENT WITH ALTERNATE –** Silas Blackstock/Rainer Schad; Annie Levy/Hilary Green; Regina Range/Bryan Koronkiewicz; Ignacio Rodeno/Connor Henderson; John Vincent/Rainer Schad; Joy Burnham/Sara Tomek; Kym Reddock/Jason Blumenthal; Paige Johnson/Monika Wedgeworth.

**ABSENT:** Steve Bunker, Bob Findlay, James Wang, Charlye Adams, John McDonald, Carol Mills, Scott Parrott, Steve Katsinas, Yuping Bao, Clark Midkiff, Brad Tuggle, Adam Knowlden.

**GUESTS:** Cresandra Smothers, Strategic Communications; Bentley Maddox, Hunter Stewart, Devon Bohart from Communication Information Sciences.

Dean Donald Gilstrap from University Libraries began the meeting with a power point presentation. Collections have doubled in the last ten years. The Board of Trustees has approved an addition to the Library’s Annex. The Annex has scan on demand and campus deliveries. The Library is good stewards of printed materials by digitalizing, preserving and pushing toward national recognition. Printed material usage has dropped by 50% over the last five years with tripled digital usage. Partnerships and alliances with many professional and national organizations were pointed out. The University Library web site is the portal for information concerning Library policies, events, activities and strategic plan. The Library manages over 600 data bases, 200,000 journal subscriptions along with e-books and audio-visual resources. Dean Gilstrap discussed the increasing publishing cost of journals including the problem with materials not being returned to the Library, copyrights, information services, research consultations, growth and enrollment, emerging technology, data services, mining and management, software packages and media production for audio-visual projects. Library security systems have been ramped up. Dean Gilstrap praised his staff.

The new Vice President for Financial Affairs, Matthew Fajack, was introduced. A partial list of his goals include enhancing revenue, cutting costs, better service, addressing problems with Concur and supporting President Bell’s strategic plan. He has been in this position only two weeks and more details will be forthcoming.

Roll call and quorum check by Faculty Senate Secretary Chapman Greer.

The Faculty Senate meeting minutes of February 20, 2018 were approved with corrections.

**President’s Report –** *(Donna Meester)* Alabama State Representative Bill Poole will speak at the April 17th Faculty Senate meeting. President Meester expressed appreciation for the opportunity to serve as President of the Faculty Senate stating it was a very rewarding experience. In her first year there was a new administration including a new president. Accomplishments during her term included the establishment of a Faculty Senate Diversity, Equity and Inclusion Committee, electing a commencement Marshal, expanding the Karen Steckol Regalia Project with donations from the Provost’s and Registrar’s office, regular meetings of the Faculty Senate Steering Committee with the Provost, the NTRC document included in the Faculty Handbook, establishment of the SAFE program, naming Judy Bonner Drive, reorganization of the CUC, Faculty Handbook revision and organized meetings with UAH, UAB and UA’s Steering Committees. President Meester praised the shared governance at UA, acknowledged the work and dedication of Faculty Senate senators and Steering Committee members; Dominic Yeager as Parliamentarian and the assistance of Sarah Miese maintaining the Faculty Senate web site. Appreciation was also expressed to Rona Donahoe as Faculty Senate Vice President and Chapman Greer as Faculty Senate Secretary and Linda Knowles as Faculty Senate Administrative Assistant.

**Vice President’s Report –** (Rona Donahoe) To mark and celebrate TIAA’s 100th anniversary donations will be made to people who make a difference (Difference Makers) to support their nonprofit work. The University of Alabama has been selected to receive a grant of $5,000 for outreach or service activity. The Faculty Senate’s focus has been the Alabama Reach program. The Professional Staff Assembly has worked with Brewer-Porch children’s program. The grant will be divided between those two projects. Request for volunteers will be forthcoming.

**Secretary’s Report –** *(Chapman Greer)* The faculty count for senator appropriations is complete and college/school election results are almost complete.

**Faculty & Senate Governance –** *(Angela Benson & Ibrahim Cemen)* Candidates were introduced at the February meeting of the Faculty Senate with the floor open for additional nominations. There were none. Rona Donahoe was elected President with 59 votes, Chapman Greer was elected Vice President with 59 votes and Barbara Dahlbach was elected Secretary with 59 votes.

The Faculty Senate Governance Committee conducted the election of Marshal for Commencement, Mediation Committee, Merger & Discontinuance Committee and the Ombudsperson election is ongoing. Charlotte Herring retired and was commended for her excellent work on this committee. Ibrahim Cemen stepped in as co-chair. The year-end report will be posted on the Faculty Senate web page. The project for this committee for next year will be editing the Faculty Senate by-laws and promoting participation in the Faculty Senate as officers and committee membership.

**Information Technology & Strategic Communications –** *(Clark Midkiff & Barbara Dahlbach)* A letter delivered by the US Postal Service notified certain faculty members that they were subjects of a security breach via a phishing attack. The Faculty Senate Steering Committee met with Provost Kevin Whitaker, Ashley Ewing of Office of Information Technology, John McGowan of Office of Information Technology and Matthew Fajack, Vice President for Financial Affairs. The email breach, not a hack, occurred on November 29, 2017 from a Nigerian through employees in the Financial Affairs Office. The email sent to a private email address contained 2,400 Social Security numbers related to participants in the Bama-Flex health plan. Other emails contained sensitive data including driver’s license numbers, bank numbers and credit card numbers. The cyber response team consisting of OIT and Strategic Communications representatives determined the email was scanned and began the process to determine a notification process. Letters were sent through the US Postal Service dated February 27, 2018 notifying those affected by the breach. There are several domains on campus that do not come under the OIT office. DUO was not being used at the time of the incident. Where DUO was in place the attacks were stopped and all Financial Affair employees now have DUO in place. The State of Alabama does not have a notification law – only one of two states. The most common law requires notification within 90 days. The time from the breach, November 29 to February 27 notification was exactly 90 days. Questions were why were social security numbers in an email attachment, why was DUO not in place, why was there such a delay in notification (comprised Social Security numbers were known within 48 hours of the breach) and Banner is being reviewed. There was no mention of the University providing identify theft or fraud protection plan or any information about who or how to contact someone. The cost of offering protection to those affected is being checked on by the Provost and the Vice President for Financial Affairs. An email from UA’s Human Resources received Monday, March 19, 2018 stated fraud-identity theft protection is in place through Blue Cross Blue Shield policy holders without cost – just sign up. John McGowan and Ashley Ewing and Strategic Communications have been instructed to report back to the Faculty Senate Steering Committee. Included in the letter was information about how to access information on the OIT web site but was not accessible unless the exact URL was known.

The committee met with Linda Bonin of Strategic Communication and discussed the pluses and minuses of the UA news and email, a tour of the Library Annex was conducted and Clark Midkiff met twice with the University Technology Committee. The Information Technology & Strategic Communication Committee will be working in tandem with the Family Life Committee on establishing an informative web page for incoming faculty, staff, students, visitors and others. They will also continue to work with Vice President and Strategic Communications concerning timely security updates for faculty.

**Diversity, Equity & Inclusion –** *(Osiris Molina & Mirit Eyal-Cohen)* This committee has been meeting with Dr. Christine Taylor, Vice President for Diversity. Dr. Taylor has secured Reverend Jesse Jackson as a speaker. A speaker sponsored by the Student America First organization has been invited to speak. A grant has been obtained to promote speaking development for faculty and students. Meetings with Lane McClelland of the Crossroads Community Engagement Center will continue. The Capstone Network will be hosting an inclusive breakfast on Wednesday, April 4, 2018 in the Ferguson Student Center providing an opportunity to network with other students, faculty, and staff to promote inclusive engagement at UA. New ideas and efforts devoted to making UA more inclusive and welcoming will be shared. Other inclusive workshops are being organized, and campus dialogs and work with the communities and churches are progressing. Osiris Molina expressed appreciation to the Faculty Senate for their role in establishing the Diversity, Inclusion and Equity Committee and promoting the Vice President for Diversity position which is a result of shared governance. Meetings and collaboration with Dr. Christine Taylor, Vice President for Diversity, are continuing. The focus of this committee is the curriculum expansion to require diversity-based courses/classes for every student on campus. The committee will also be working to organize caucus groups for more inclusive awareness. Thanks were expressed to the committee members for their work and dedication.

**Academic Affairs –** *(John Vincent & Brad Tuggle)* The Academic Affairs Committee has worked on the Faculty Handbook revisions and the NTRC policy which will be included in the Faculty Handbook.

**Faculty Life –** *(Julia Cartwright & James Gilbreath)* Two of the items among the many being worked on by this committee are day care and temporary housing. A full report will be posted on the Faculty Senate web page.

**Community Affairs –** *(Amy Dayton & Seth Bordner)* The Higher Education Day held in February to promote budget support for higher education was held in Montgomery. The Community Affairs Committee will be working to establish, organize and preserve a race and slavery history at UA project. It has been suggested this might be at a state-wide level. The committee will be working with the Difference Makers project.

**Financial Affairs –** *(Bob Findlay & Peter Johnson)* Report will be posted on the Faculty Senate web page.

**Research & Service –** *(Ajay Agrawal & Mike Kreger)* The committee developed a request given to the Provost for information and statistics about faculty hiring. Discussions in the future will cover details about the progress of research and creative endeavors and how to include that in the Capital Campaign for support in those areas. The committee members developed a research survey and information from that survey of faculty research priorities will be shared with Matthew Fajack, the new Vice President for Financial Affairs, and the administration.

**Student Life –** *(Charlye Adams & Amy Traylor)* The committee has been meeting regularly with Dr. David Grady, Vice President for Student Life, to address sorority recruitment. They have also met with Student Government Association officers to establish a relationship and to determine if there are projects qualified for collaboration between the two organizations. The committee will be providing guidance for a health and well-being endowment. The participation in the establishment of the SAFE program was very rewarding. Other projects include gift cards through the Alabama Reach program, student poverty issues, and working with the Difference Maker project.

Meeting adjourned 5:05 P.M.