

## FACULTY SENATE STEERING COMMITTEE MEETING

OCTOBER 8, 2019 3:00 PM - #213 AIME

### APPROVED MINUTES

**ATTENDING:** Barb Dahlbach, Rona Donahoe, Chapman Greer, John Vincent, Joy Burham, Steven Yates, Latrise Johnson, Jenni Cox, Andrea Glenn, Ibrahim Cemen, Janie Hubbard, Rainer Schad, Christopher Lynn, Matthew Hudnall, Dan Meissner, Ajay Agrawal, Si Blackstock, Kabe Moen, Amy Traylor, Past president Donna Meester, Parliamentarian Rob Riter.

**ABSENT:** Andre Denham, Mirit Eyal-Cohen.

**GUESTS:** Cresandra Smothers, Strategic Communications.

**ROLL CALL AND QUORUM CHECK** – (*Barb Dahlbach*)

**Approval/Corrections to the Minutes for September 10, 2019.** (*Barb Dahlbach*)

**President's Report** – (*Rona Donahoe*) The formation of the HR Transformation team through Dr. Matt Fajack, Vice President for Financial Affairs, will review every aspect of human relations on campus. Nancy Wittaker, Associate Vice President for Human Resources, feels this will eliminate hurdles associated with personnel, technology and other issues associated with the Human Resources office. The committee will be composed of an estimated twenty members. The Faculty Senate representative will be President Rona Donahoe. Other members will come from the Professional Staff Assembly, the Office, Clerical and Technical Staff and other organizations. Two meetings have taken place and an outside consultant has been hired. There was a remarkable conformity among team members concerning the main issues to address in the office of Human Relations. The process may take several years with the goal of improving efficiencies and to enable HR to do its job more fully and quickly.

President Donahoe has forwarded to the Steering Committee over the past week several letters received concerning the Campus Climate issue. These letters addressed to UA administration included alerts to the extreme concern and dissatisfaction of faculty members regarding administration's reaction to the circumstances of Dr. Jamie Riley's resignation by mutual agreement from his position of UA's Assistant Vice President and Dean of Students. President Donahoe addressed the Fall Faculty and Staff Assembly with remarks concerning the campus climate and proposing the formation of the "Taskforce on Transforming Campus Culture" to meet with students and faculty to form a plan to address those concerns. The Steering Committee voted and approved the following list recommended by the Faculty Senate Diversity, Equity and Inclusion Committee for the "Taskforce on Transforming Campus Culture" – Michael Altman, Wanda Burton, Leah Cheatham, Gregory Cottrell, Barb Dahlbach, Jenny Duckworth, Heather Gunn, Kelly Guyotte, Latrise Johnson, Regina Range/Alternates Amy Traylor & Robert Gaines. The proposed list will come before the Faculty Senate for approval at next week's October 15<sup>th</sup> meeting.

In addition President Bell will be forming an executive advisory committee.

**Vice President's Report** – (*Chapman Greer*) The General Education Taskforce will meet on Friday, October 11, 2019 with the liaison group and various administrators. The taskforce subcommittee members and liaison members will be given a charge and allowed to add additional expertise members and will choose learning aims/goals/outcomes. Term definitions, bench marks, best practices in learning

outcomes and measurements against like institutions will be established. The goal is to have these in place by the December meeting and ready for review by the Faculty Senate.

**Secretary's Report** – (*Barb Dahlbach*) The Faculty Senate put forth three proposals to be included in UA's Capital Campaign. According to a priority draft and categories for giving, the proposed establishment of child-care was dropped from the list.

**Academic Affairs** – (*John Vincent & Andre Denham*) The Academic Affairs Committee is reviewing a request from the Graduate Council to change wording in Appendix J in the Faculty Handbook concerning graduate faculty status for faculty directing doctoral projects. The proposed changed wording will be sent to the Academic Affairs Committee for approval and sent back to Graduate Council for discussion.

There are two proposals for changes in the Faculty Handbook – the first is in Chapter 2, Section VII, Part B recommending department chairs not be allowed to make any additions to dossiers after submission but the committee voted to keep the current Handbook wording.

The second proposal was in Chapter 2, Section 1, to grandfather a requirement for promotion to professor from associate professor and instituting a time limit of seven years. Tenure and promotion guidelines and requirements could change affecting the standards in place for those applying.

The Faculty Senate Steering Committee voted on the recommendations from the Academic Affairs Committee and approved the single Handbook change with the provision that wording be clarified before going to the full Faculty Senate. Upon approval the change would be sent to the Council of Deans, the Provost and President.

**Diversity, Equity & Inclusion** – (*Mirit Eyal-Cohen & Latrise Johnson*) The DEI Committee will try to increase faculty and committee presence and support of the diversity events and speakers on campus. Other issues of the committee's attention are the Menorah display and the creation of affinity groups. A CEO of Pepsi, Derek Lewis, will be speaking at the Lowder Lecture Series on October 21, 2019 in Alston 30 at 1:00 P.M.

**Faculty Life** – (*Andrea Glenn & Jenni Cox*) The committee is addressing the Parental Leave Policies with attempts to set meetings with associate deans. Other meetings also include Human Resource representatives.

**Faculty & Senate Governance** – (*Ibrahim Cemen & Janie Hubbard*) The Mediation Committee will have an opening to replace Adam Lankford in January, 2020 with term ending in August, 2023. A call for nominations has been sent out. Ajay Agrawal will follow up on a nomination statement for a proposed candidate.

There are three candidates for the Commission on Intercollegiate Athletics Committee. Matt Hudnall will set up this electronic election to take place before the Faculty Senate meeting on October 15<sup>th</sup>, 2019.

The Faculty and Senate Governance Committee proposes Faculty and Senate bylaws to expand the size of the Diversity, Equity and Inclusion Committee to 14 members (18%) by moving two members of the Academic Affairs Committee and two members of the Research and Service Committee to the DEI Committee. These standing committees percentage would be equal at 14% each and members will be asked to volunteer for those additional positions on the DEI committee. The process is to introduce the

amendments to the Faculty Senate Steering Committee, introduce the amendment to the Faculty Senate at the October meeting and the voting take place at the November Faculty Senate meeting.

The other bylaw change needs to be the correct title of the Diversity, Equity and Inclusion Committee which is now listed as Diversity, Inclusion and Equity and aligning the language. The Steering Committee approved these bylaw changes and will move forward to the Faculty Senate.

Nominations for Commencement Marshal are needed. There are four commencement ceremonies in May with the possibility of each Marshal serving at two commencements. Every effort will be made to match the Marshal with their college preference.

**Financial Affairs** – (*Rainer Schab & Christopher Lynn*) The Financial Affairs Committee met with Vice President of Research, Matt Fajack. Subjects in the meeting were: what are the financial risks facing UA, student enrollment statistics, number of scholarship students, competition recruiting out-of-state students, out-of-state tuition costs, State funding (\$170 million this year), dollar amount of awarded scholarships, building maintenance costs, unfunded financial liability, retirement system expense (\$625 million). Major building projects will slow significantly. Other financial considerations are transportation, recreation center, health-care and subscription/publishing costs.

**IT & Strategic Communications** – (*Matt Hudnall & Dan Meissner*) The committee met with OIT and discussed licensing agreement, consolidation of OIT, ransomware protection, annotation capabilities and features, recording and transcribing audio classroom audio, overall UA computer system backup, faculty input in requests for proposals while being formulated, and restoration and interfacing with Strategic Communications.

**Research & Service** – (*Ajay Agrawal & Si Blackstock*) The Research and Service Committee requested feedback on the status of travel expense funding which seems to be diminishing across all divisions. The committee is to gather information and data about travel expense funding, grants and reimbursements across campus.

**Student Life** – (*Amy Traylor & Kabe Moen*) The Student Life Committee met with Interim Vice President for Student Life, Dr. Kathleen Cramer, Dr. Ruperto Perez of the Student Life Division and Harrison Adams, SGA President. The committee is looking at diversity sessions resulting in certificates. Sororities have diversity officers and it has been suggested for fraternities to follow this example. Expanding Thanksgiving break was discussed with several reasons given why UA is not in favor of this expansion. Student health and well-being and safety, counselor ratio to students, suicide prevention and distress faculty training, basic need taskforce looking at student need provisions, Greek rush statistics (fraternity information not available until October 22) which will be shared following permission from administration.

Meeting adjourned 5:30 PM