

FACULTY SENATE MEETING

NOVEMBER 19, 2019

3:30 PM – ROOM #1010 NORTH LAWN HALL

APPROVED MINUTES

Ashley Ewing, UA Chief Information Security Officer, spoke to the Faculty Senate meeting concerning cyber security. A map of continuous multiple cyberattacks across the country was displayed. Several preventative measures are in place for network security including firewalls, remote access, monitor scanning and DUO. DUO is a two-factor authentication adding a second layer of security requiring two factors to verify identity. Passwords alone do not provide adequate protection against cyber hacking. If traveling and do not have your device with you, the self-service page can be used to generate temporary access codes to get into your account. A phone call received on your mobile or landline is another option. Recent cyber security breaches include Druid City Hospital, Equifax, UAB Health System and Capital One giving invaders access to individual's financial and personal information. Phishing seems to be the weapon of choice. This is a form of social engineering using email or websites to pose as a trustworthy organization to access sensitive personal data such as usernames, passwords social security numbers or credit card information.

Steps to check the authenticity of an email – check the sending email address, look at the link (hover over the link to see where it is taking you before clicking on it), watch for poor spelling and grammar and beware of threatening language. The Office of Information Technology provides virus and malware protection against unauthorized access, spyware, adware and viruses to students, faculty and staff. Be very cautious concerning any offer of technical assistance. Computers should have anti-virus software and kept up-to-date. Key points are to keep passwords private, do not share sensitive data, be cautious with smart phones and do not pay bills, access bank accounts or shop online over public WiFi. Passwords may be stored in a secure and encrypted environment such as LastPass. Always back up your data and do so offline, use strong passwords and store data safely. Use personal devices for personal emails and messaging. Report any cyber incidents to OIT's service desk or security official.

Absent with alternate: Tony Buhr/Matt Reynolds, Ellary Draper/Juan Ponce-Vazques, Christopher Lynn/Rita Snyder, Regina Range/Brian Koronkiewicz, Sriram Aaleti/Kaylan Srinivasan, Sara Kaylor/Todd Smith.

Absent without alternate: Ibrahim Cemen, Heather Gunn, Donna Meester, John Yoder, Lexi Lowe Edwards, Dan Meissner, Stephanie Buckner, Allyson Gold, Amy Traylor.

Guests: Ashley Ewing, UA Chief Information Security Officer; Cresandra Smothers, Strategic Communications; Madison McLean, Crimson White, Jackie Northrup, Professional Staff Assembly.

Roll call and quorum check by Faculty Senate Secretary Barb Dahlbach.

The Faculty Senate meeting minutes of October 15, 2019 were approved.

President's Report – (Rona Donahoe) President Donahoe attended the UA Board of Trustees Systems meeting on November 7 and 8 at Bryant Conference Center. The board is requesting a 9.21% budget increase to bring appropriations more in line with other four-year state institutions. Dr. Russell

Mumper, UA Vice President for Research and Economic Development, spoke to the meeting giving an update on research grants and revenues.

Dr. Charles Nash, Senior Vice Chancellor of Academic Affairs, is retiring from UA's Systems Office. The Board of Trustees honored him with a resolution of recognition of his loyal service of twenty-two years.

President Donahoe is a member of the HR Transformation Team and the group will have a presentation from Matt Fajack, Vice President of Financial Affairs, and one of the consultants at their December 10th meeting. A web site has been established and meetings with employees and other groups are in the planning stage.

The Presidential Advisory Committee has met twice. This group was established by President Stuart Bell to address some of the concerns about equity and diversity raised by faculty, staff and students.

The Provost Search Committee has met once and will meet again on December 4th. Dr. Timothy Tracy, former Dean and Provost at the University of Kentucky, and the search consultant will make a presentation at the meeting. The description for the position has been finalized.

UA Wellness, Professional and Staff Assembly, Faculty Senate and Work-Life organizations are presenting Skate Night on December 4, 2019 from 6:30 until 8:30 PM at the Super Skate location. The Druid City Derby is sponsoring the event. Personal care items will be collected for students in the Alabama Reach program and Brewer-Porch children.

A Thanksgiving meal will be hosted by the Student Government Association, Bama Dining, HRC, New College and Parent and Family Programs at Burke Dining Hall on November 28th from 11:00 until 2:00 P.M.

President Donahoe attended the Intercollegiate Athletics Committee meeting where academic information about UA's student-athletes was presented. The academic accomplishments of UA's athletes are very impressive. Academic Advisor Jon Dever does an outstanding job.

Vice President's Report – (*Chapman Greer*) The General Education Task Force group will be meeting this week with the sub-committees and liaisons and will bring in a consultant from Association of American Colleges and Universities. The mission statement has been defined along with the determination that this be a student-based process. The committee's work will be showcased in the meeting with the consultant. Eight areas of learning aims have been defined by the sub-committees such as global awareness and critical thinking. Other current models and practices are being reviewed. Any suggestions or input should be emailed to Dr. Chapman Greer.

Secretary's Report – (*Barb Dahlbach*) Secretary Dahlbach has requested the faculty headcount data for the upcoming senator elections. Some colleges are conducting elections causing a delay in committee assignments. These elections should be held in the middle of January.

Academic Affairs – (*John Vincent & Andre Denham*) The Dean of the College of Continuing Studies is reviewing how funds are transferred to various colleges with a goal of streamlining and more equitable distribution. Forty percent goes to the college, 25% to the Office of Academic Affairs and the remainder goes to the College of Continuing Studies. Continuing Studies is currently reviewing all their finances concerning course development and revision. A major revision is currently 7.5% with some inequities coming along with that.

The Arts & Sciences Assistant Dean for Student Services brought up the double-dipping issue. Information and statistics were shared concerning the SEC institutions policy.

The Provost brought up a resolution from the SGA which the committee will discuss at their next meeting.

The proposed Faculty Handbook wording change in Chapter 2, Section 1, next-to-final paragraph states:

“In cases of promotion from associate professor to professor, requirements in effect *seven years before* the time the individual applies for promotion shall govern, *unless the faculty member chooses to be reviewed according to the updated requirements.*”

The Faculty Senate voted unanimously to approve this revision.

Faculty & Senate Governance – (*Ibrahim Cemen & Janie Hubbard*) Commencement Marshals for December, 2019 and May, 2020 have been determined. There are two nominations for the Mediation Committee which will be voted on electronically.

The Faculty Senate voted unanimously to accept the committee membership percentages proposal to increase the number of members on the Diversity, Equity and Inclusion Committee and decrease the sizes of the Academic Affairs and Research and Service committees which states:

Article II. Section 3. Standing Committees

Amend to expand the size of the DEI Committee (9% →15 %) and reduce the size of the Research & Service Committee and Academic Affairs Committees (18% →15% each). Will take effect immediately, if approved at November 19th meeting. (Section 3 is on page 2 of Bylaws)

1. There shall be standing committees on:

- Academic Affairs (**15%**)
- Financial Affairs (9%)
- Information Technology and Strategic Communications (9%)
- Research and Service (**15%**)
- Student Affairs (9%)
- Faculty Life (9%)
- Faculty and Senate Governance (9%)
- Community and Legislative Affairs (9%)
- Diversity, **Equity and Inclusion (15%)**

The Faculty Senate voted unanimously to accept the proposal from the Faculty and Senate Governance Committee to reorder the title of the Diversity, Inclusion and Equity Committee to Diversity, Equity and Inclusion Committee throughout the Faculty Senate documents.

Student Life – (*Kabe Moen & Amy Traylor*) A tour was taken of the SAFE center (Sexual Assault Forensic Exam) which advocates for sexual assault victims. Men and women volunteers are needed and will be trained to assist in these situations.

The committee met with Dr. Kathleen Cramer, Interim Dean of Students and Tim Hebson, Associate Vice President for Student Life to discuss various issues.

A \$25.00 per student per semester Greek fee is being proposed which would fund need-based scholarships.

A search committee for Dean of Students has been formed.

Information about the Thanksgiving meal on November 28th at Burke Dining Hall was shared.

Research & Service – (*Ajay Agrawal & Si Blackstock*) The Research and Service Committee has met with the Dan of the Graduate School, Susan Carvalho, to discuss graduate student recruitment and a method of outcome assessment and accountability of those receiving a fellowship. The Capital Campaign will be kept as a top priority for this committee. Tuition benefits are being reviewed.

Diversity, Equity & Inclusion – (*Mirit Eyal-Cohen & Latrise Johnson*) Affinity groups have been formed for the Jewish and Latino faculty and staff groups. They have met and elected officers. The committee is working on the formation of four other affinity groups.

The committee is working with Dr. Christine Taylor, Vice President for Diversity, to have an inclusive holiday display at the corner of Hackberry and University Boulevard.

A speaker hosted by the Alabama Lectures on Life Evolution, Dr. Winegard, supports the white supremacy policy. The non-scientific view of this speaker was not supported by A&S. A vetting policy process for speakers is now being organized. Four speakers will make presentation in room #2008, North Lawn Hall at 7:30 PM.

Faculty Life – (*Jenni Cox & Andrea Glenn*) This committee is continuing to meet with assistant deans, chairs and human resources concerning parental leave policies. They are continuing to collect feedback on this proposal.

Community & Legislative Affairs – (*Steven Yates & Joy Burnham*) Charlie Taylor, UA System Director of Governmental Affairs and Economic/Workforce Development, gave updates on the State of Alabama Legislative activities. Those updates included a free speech bill that has passed but will not be put into effect until June of 2020 giving some time to amend the bill. A literacy bill passed but will not be implemented until next year proposing holding back every third grader not reading up to a proficient level. The propose4d Alabama Appointed Education Board Amendment would rename to State Board of Education and change the name of the State Superintendent of Education requiring members of the commission to be appointed by the governor and confirmed rather than being elected. There is the possibility of an emergency session to address the over-crowding, understaffed and inefficiencies of Alabama's prison system.

The date for the Faculty Senate Steering Committee's reception with State Legislators will be March 9, 2020.

Reports from Other Committees –

The Taskforce to Transform Campus Culture has not named a chair. The focus will be on conducting town hall meetings in the spring, setting up a reporting station, drop-in meetings, conducting surveys, and a web page linked on the Faculty Senate web page. Invitations will be issued to stakeholders to attend meetings and reviewing other strategies.

The Transportation Services Committee representative, Matt Hudnall, reported that 67 faculty parking spaces will be closed in December for stadium renovations. Any handicap needs will be considered and handled.

The Faculty Senate December 10th meeting will be held in #1013 SERC building.

Meeting adjourned 4:55 PM.