**FACULTY SENATE MEETING**

**DECEMBER 10, 2019**

**3:30 PM - #1013 SOUTH ENGINEERING RESEARCH COMPLEX (SERC)**

**APPROVED MINUTES**

**Absent with Alternate:** Silas Blackstock/Rita Snyder**;** Ignacio Rodeno/Juan Ponce-Vazquaz; Sarah Steinbock/Ted Tomeny; Steven Yates/Jeremy Butler; Ray Stewart/Robert McKinney; Andre Denham/Nirmala Erevelles; Margaret Rice/Sara Tomek; Patrick Kung/Tonya Klein; Courtney Cross/Paul Horwitz.

**Absent without Alternate**: Ibrahim Cemen,Heather Gunn, Donna Meester,Lexi Lowe Edwards, LouAnne Friend, Cecil Robinson, Stephanie Buckner, Ajay Agrawal, Keith Williams, Mirit Eyal-Cohn, Mark Siciliano, Michael Callihan. Jackie Northrup (PSA), Hank Lazer.

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

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

The Faculty Senate meeting minutes of November 19, 2019 were approved.

The Faculty Senate voted to suspend the rules to allow the speaker to address the senate because the meeting was already in progress.

UA’s Vice President for Financial Affairs, Matt Fajack, began the meeting with comments concerning the Human Resources transformation process. The charge for the taskforce is to position UA campus to provide state-of-the-art human resources and programs. Dr. Kay Palan, dean of the Culverhouse College of Business, is the leader of the taskforce with support provided by Sibson Consulting Firm. Members of the taskforce include the following: Dean Kay Palan, Culverhouse College of Commerce; Allison Drake, executive director of Advancement Services; Rainey Way, process improvement specialist, Finance and Operations; Nancy Whittaker, associate vice president for Human Resources; Melanie Danner, director of financial affairs, College of Communications & Information Sciences; Jimmy Vail, director of financial affairs, College of Arts & Sciences; Jonathon Halbesleben, dean of College of Continuing Studies; Travis Railsback, director of Human Resources; Linda Bonnin, vice president for Strategic Communications (to be replaced); Laverne Harris, associate vice president of Finance & Operations Shared Administrative Services; Lisa Rhiney, associate provost, Academic Affairs; Allison Jeffreys, assistant athletics director for human resources, Intercollegiate Athletics; Christine Taylor, vice president for Diversity, Equity and Inclusion; Chad Tindol, chief administrative officer; Darrell Hargreaves, representative for Professional Staff Assembly; Rona Donahoe, president of Faculty Senate; Angel Narvaez-Lugo, president, Office, Clerical & Technical Staff Assembly; Steven Hood, associate vice president, Student Life; and Monica Watts, associate vice president for Communications. Matt Fajack will oversee the strategic direction of the HReimagined team meeting regularly with the group and provide senior level support.

The first step in the “reimagined” process is to determine gaps in job descriptions, addition of positions, recruiting employees, compensation and classifications. There are changes in the workforce with a high number of predictable retirements, a new generation of workers, low unemployment, increased competition for talent and more demands for elevated technology skills and knowledge. The Human Resources Department needs to be well positioned to deal with these and future challenges.

Scott Nostaja, Sibson Consulting Firm, gave statistics supporting the trends in the workforce in today’s marketplace. The younger generation is seeking more benefits. Technology will have a tremendous impact on human resources with seventeen billion connected electronic devices. Employees want to pull up data on their electronic devices giving them accurate statements concerning their current benefits. Part of the focus of the reimagining of human resources would be to reduce administrative responsibility for faculty members, better access to data and to be technology driven. The “reimagined” process will be totally transparent with multiple opportunities for feedback and suggestions.

**President’s Report –** *(Rona Donahoe)* Linda Bonin, Strategic Communications Vice President, has announced her resignation effective February, 2020.

There are proposed changes regarding the reorganization to the University’s Committee on Committees. Some committees would be placed under the purview of the CUC which are not currently listed. Part of the reorganization would be monitoring if committees are meeting and having a current membership list in place. Faculty members are sent committee preference survey forms in January. Some committees outside the CUC are not receiving the proper oversight. President Donahoe will be in discussions with Joanne Oliver and Joel Brower to strategize the reorganizational needs of the University Standing Committee structure. Feedback and suggestions are welcomed.

Transportation Services has proposed scrambled intersections for certain intersections on campus. These are designed diagonal pedestrian crossings to insure pedestrian safety and improved traffic flow.

The Faculty Handbook changes passed by the Faculty Senate in November have been forwarded to the Council of Deans to be reviewed on December 18, 2019.

The Honors College has announced Tara Williams as the new dean to begin on March 1, 2020.

President Donahoe sent Chad Tindol, chair of the search committee for the new Vice President of Student Life, a request for faculty participation in the interview process. Faculty Senate will have at least five members on the committee with at least two members from the Faculty Senate Student Life Committee and possibly two from the Faculty Senate Steering Committee. President Donahoe is a member of the search committee.

Provost Whitaker has requested feedback on a proposed possible change in Thanksgiving and fall break. These are the proposed changes:

Option#1 – full week of Thanksgiving; keep fall break; start classes on Monday.

Option#2 – full week of Thanksgiving; eliminate fall break; start classes on Wednesday

Option#3 – keep the calendar the same (classes start on Wednesday, 2 days for fall break, and classes held Monday and Tuesday of Thanksgiving week)

Discussion included whether staff would receive pay for days campus is closed, activities and housing during the breaks, travel needs for out-of-state students, coordinating with public school breaks, child care, housing for international students and Monday/Tuesday fall break. Motion was made to close discussion. Voting: Option #1 – 30 in favor / Option #2 18 in favor / Option #3 – 12 in favor. Option #1 was the choice. The full vote will be forwarded to Provost Whitaker.

**Vice President’s Report –** *(Chapman Greer)* The General Education Taskforce will meet on Friday, December 13th to discuss accomplishments of the semester and the mission statement, guiding principles and learning aims to bring to the Faculty Senate at the February 18, 2020 meeting.

**Secretary’s Report –** *(Barb Dahlbach)* The bylaw and Diversity, Equity and Inclusion committee changes have been posted to the Faculty Senate web page. Taskforce member names have been posted on the bottom of the web page. The Faculty Senate meetings will be held in North Lawn Hall #1018 in the spring.

**Faculty Life –** *(Jenni Cox & Andrea Glenn)* The committee met with Matt Fajack, Vice President for Financial Affairs, Provost Whitaker and others to discuss a proposed parental leave policy. Feedback from associate deans was presented. The sense from the meeting was that the policy would be taken forward to the Executive Council meeting on December 11, 2019.

**Faculty & Senate Governance –** *(Ibrahim Cemen & Janie Hubbard)* Stacy Alley has been elected to the Mediation Committee. Nominations are needed for Commencement Marshal for May (one) and for August (one). The Merger and Discontinuance Committee must have nine tenured faculty members. The Faculty Senate elects three. Two nominations have been received and one additional nomination is needed.

**Diversity, Equity & Inclusion –** *(Mirit Eyalk-Cohen & Ignacio Rodeno)* Ignacio Rodeno was welcomed as the new co-chair of the DEI Committee.

**Academic Affairs –** *(John Vincent & Andre Denham)* The Academic Affairs Committee will be discussing a resolution from UA’s Student Government Association proposing job interview excused class absences. According to the proposal a form from the Career Center would be filled out by the student requesting an excused absence from class for the time taken to interview for employment. The Academic Affairs Committee does not look favorably on this issue. A senator pointed out there is no institutional policy on excused absences. The Provost’s opinion is that an excused absence is a faculty decision and not administrative. The senator will send a policy draft to the committee for consideration.

**Student Life –** *(Kabe Moen & Amy Traylor)* The Student Life Committee has requested Tim Salasar, Office of Student Life, be invited to speak to the Faculty Senate Steering Committee meeting in January, 2020.

**Research & Service –** *(Ajay Agrawal & Si Blackstock)* The committee met with Susan Carvalho, Dean of the Graduate School, to discuss domestic recruitment of graduate students and graduate fellowships. Outcome and assessment of fellowships is needed. Tracking students interested in UA’s Graduate School is being reviewed. Setting up a contact page on department web sites would be of benefit in this area. There is an increased effort to enroll more graduate students. Any suggestions or ideas in this area would be welcomed.

**Information Technology & Strategic Communications –** *(Matthew Hudnall & Dan Meissner)* The committee will schedule a meeting with the new Vice President for Strategic Communications when named. The committee will be composing a resolution to present in February or March to require DUO access across campus. Several SEC institutions already have this in place.

The Taskforce to Transform Campus Culture will meet Wednesday, December 11, 2019. There was a protest organized by the BSFA which sat in the foyer of Rose Administration Building. The taskforce will work on issues to bring about campus culture change.

The Presidential Advisory meeting was cancelled.

The next Faculty Senate meeting will be held in North Lawn Hall #1018 with Pamela Jones, Executive Director, SAFE Center, as the speaker.

Meeting adjourned 5:00 PM.