

**FACULTY SENATE MEETING
NOVEMBER 15, 2022
1008 NURSING BUILDING – 3:30 PM
APPROVED MINUTES**

ATTENDANCE: Paulo Araujo, Nikhil Bilwakesh, Sheila Black, Serena Blount, Seth Bordner, Spyridoula (Litsa) Cheimariou, Kim Colburn, Shibin Dai, Rona Donahoe, Jessica Goethals, Courtney Helfrecht, Kim Lackey, Nathan Loewen, Di Luo, Christopher Lynn, Micah McKay, Moises Molina, Alessandra Montalbano, Luke Niiler, Shanlin Pan, Sara-Maria Sorentino, Erin Stoneking, Edith Szanto, Alexandre Tokovinine, Soledad Sanchez Valdez, Laura Erin Watley, Charlotte Wegrzynowski, Craig Armstrong, Tom Baker, Doug Bish, Todd DeZoort, Chapman Greer, Ruth Ann Hall, Matthew Hudnall, Clay Voorhees, A. J. Bauer, Leah LeFebvre, Bharat Mehra, Cynthia Peacock, Nathan Culmer, Nelle Williams, Andrea Wright, Nirmala Erevelles, Sara McDaniel, John Petrovic, Nicole Swoszowski, David Walker, Xiaoyan Hong, Tonya Klein, Sushma Kotru, Sundar Krishnan, Patrick Kung, Jialai Wang, Ruigang Wang, Thomas Herwig, Kelly McPherson, Charles (Ian) Crawford, Barbara “Babs” Davis, Amy Ellis, Yeon Ho Shin, Jeri Zemke, Heather Elliott, Paul Horwitz, Barbara Dahlbach, Sara Whitver, Kristi Acker, Michael Callihan, Rebecca Owings, Kim Parker, Carrie Turner.

ABSENT: John Giggie, Brittney Gilmer, Lyndell McDonald, Hasan Isomitdinov, Dale Dickinson, Stephanie Buckner, Stephanie Shelton, Sriram Aaleti, Tonya Klein, Weihua Su, Dan Joyner, Robert Riter-Parliamentarian.

ABSENT WITH ALTERNATE: Susan Dewey/Ibrahim Cemen, Amanda Espy- Brown/Rebecca Totten, Matt Reynolds/Randy deCelle, Tyler Walker/Andrew Lynge, Steven Yates/Shahen Kanthawala, Joy Burnham/Laura Morett, Amy Traylor/Karen Johnson.

GUESTS: Caryl Cooper-TUARA, Laura Braddick-Strategic Communications, Russ Mumper-VP for ORED, Susan Norton-SR, Associate VP for HR.

Vice President for Research and Development, Russ Mumper, began the meeting with an overview of research development and achievements. A ribbon-cutting was held recently for the new MRI facility at the University Medical Center as part of transformative initiative co-led by six colleges for teaching, education and research. This was proposed three years ago and has come to be a valuable addition to medical care.

A five-year plan to double research dollars was accomplished in four years, increasing \$100 million to \$211 million dollars.

The goal of the Research and Development Office is to support faculty in a way that is sustainable and constantly assess leadership and workload responsibilities.

Questions asked Dr. Mumper included: What actionable changes will be taken after the 9/2/2022 IRB Stakeholder meeting to fully address broad concerns expressed by faculty including inconsistency, timeliness, scope/overreach, transparency, and lack of IRB training?

Can you explain as to how UA’s BoT-designated institutes and centers are doing and how they are reviewed?

Can you update us on UA’s recent research initiatives and policy changes that make research easier for faculty?

Can you update us on the status of recent staff hiring and changes that may (and have been) positively and negatively affecting faculty research and service?

How are you holding college grant leaders and staff accountable for ensuring that pre- and post-award grants are supported and effective?

There has been an increase of IRB proposals in the last few years from 1,100 to approximately 2,000. In November of 2021, the department of Research Compliance was moved directly under Dr. Mumper to make sure the needs and concerns of faculty were properly addressed. A stakeholder's meeting was scheduled in collaboration with the Faculty Senate Research and Service Committee which resulted in a positive outcome. Speed and efficiency are improving in the receipt of a proposal to the final determination to expedite the proposal going to the full board. This is being tracked monthly. In September/October the timeline was approximately seven days improving from the twelve-day standard. AHARP standard over that same period was twenty-two days which has been addressed.

Our staff is made up of eight or nine FTE's reviewing proposals, which is at or above the standard for the number of proposals being received.

Engagement, protocols and process methods are continuously being tracked.

There are thirty-two Board of Trustee designated institutes on campus. UA has never had a rule of process. This has been developed and is available online. Twenty-two report directly to deans and nine to ORED. An annual report must be submitted each year. ORED supplies yearly reports and has a critical review every five years. The last step of that process is a memo from Dr. Mumper to the dean with the outcome of that process. There is a standing committee consisting of five for each institute. There are ad hoc committees composed of members with expertise to address the mission of the center being reviewed. The directors of those centers answer a set of five questions that are on the web page.

There is no doubt that between federal agencies and other governing agencies that the expectation of the use of federal dollars for research is increasing. To utilize those funds under the increased requirements would be training including workshops, working with the Faculty Senate Research and Service Committee and education concerning the changes.

ORED places five position requests every year and were awarded two positions recently.

Along with those implementations would be improving the process itself including improved automation. The goal is to improve research by developing a process to assist faculty members. A recommendation was issued January 2022, titled "A National Security Presidential Memorandum" (NSPM-33) which is a directive from the U.S. President requiring all federal research funding agencies to strengthen and standardize disclosure requirements for federally funded awards. Also, this is mandated for the establishment of research security programs at major institutions receiving federal funds.

The challenge is to deal with the current workload, a portion of new dollars being directed toward new hires. A research training series is a two-week program with 20-25 topics to train in a uniform approach and facilitate alignment with ORED and federal guidelines. Growing and expanding the needs of UA is the focus of this office. Dr. Mumper will meet with anyone to answer questions or address any issues and concerns.

Susan Norton, Director of Human Resources, gave a presentation titled "Human Resources Reimagined" which was developed to improve general services and technology, management training. Points made were:

- The minimum wage for staff was increased in April of 2022 to \$14 an hour from \$10 dollars an hour. This will be increased to \$15 an hour in January to \$15 an hour.
- Over one-hundred staff positions are currently open to be filled. Parental leave benefits have been used by 100 employees since implemented in January 2022, taking advantage of the additional of four-week additional paid leave.
- The market value is being monitored to improve staff salaries.
- Major improvements are being made in technology in payroll administration.

- HR Reimagined includes deployment of Business Partners for contact in each of the respective areas. Five HR Business Partners were hired with the addition of two more in December.
- The PayFlex health system problems have been addressed.

Student work study wages were discussed. Student wages are often grant-based limiting possibilities for raises.

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

The Faculty Senate meeting minutes of October 18, 2022 were approved.

President's Report – (Chapman Greer) The General Education vote will end today at 5:00 PM. Everyone was encouraged to vote.

The Childcare proposal is being finalized with the business case passed to Delphine Harris of PSA and then to be turned over to Vice President Matt Fajack.

Faculty members have reached out expressing difficulties with Degree Works access. A document is attached to the agenda with information concerning access to Degree Works including that access is controlled by a security code, access must be requested, and the employee must show a valid reason to have access.

Vice President's Report – (Matthew Hudnall) Access to Grammarly software was discussed with OIT. The bid came back at \$150,000 so this has been tabled until FY2024. Meantime the possibility of a three-campus lease will be explored.

The report from the Parking and Transportation office includes receiving a grant allowing the purchase of electric buses with a two-year delivery date, 10-12 buses have been ordered for off-campus housing to expand coverage and replace some of the current buses – (off-campus apartment complexes pays \$100,000 per year for those services), Parking and Services is compensated for game-day services including buses and personnel, ten buses are on order to replace the aging current buses in service to be delivered in one to two years, and the issue of increasing parking ticket fees since there has not been an increase in quite a few years (one student last year had \$19,000 in parking penalties which was totally paid). Further discussion included scooters, bikes, skateboards, transportation to airport in Birmingham and pedestrian safety on campus. Other issues were how large fleet electric vehicles will be charged since there is a large number to be serviced.

Further discussion concerned the potential in a change to overhead returns. This will be monitored to make certain it will not be a situation of conflict for faculty.

Secretary's Report – (Barb Dahlbach) The UA Board of Trustees institutional meeting was held on November 3 and 4, 2022. The renovations and construction of sorority and fraternity houses, Student Services building, University Club renovations are all ongoing. UA will buy the lot located at 700 Wallace Wade Avenue which will be used initially for parking. There are several new Bachelor of Arts degrees under consideration. Provost Dalton gave a special presentation on the General Education reform. Vice President for Student Life gave a presentation concerning UA's mental health facilities.

Chapman Greer, President of the Faculty Senate and Madelyn Martin, President of the Student Government Association, gave a presentation on the importance of research at UA.

Campus Culture will continue to review the Chime In survey data.

A call was given for nominations for Ombudsperson and cannot be from A&S, Business, or

Engineering. The election must occur with Faculty Senate senator elections and the nominee cannot be on the Mediation Committee or a member of the Faculty Senate.

Research & Service – (*Shanlin Pan & Clay Voorhees*) This committee will be working on a campus-wide survey to determine faculty's perception of UA's research environment. SAE and salaries were discussed.

Faculty & Senate Government – (*Jeri Zemke & Ruth Ann Hall*) Erik Peterson who was appointed to the CUC last spring will be on sabbatical for all next spring. It was proposed the Tom Poston be the replacement during Peterson's absence and reappointing Peterson upon his return next fall. The vote must come from the Faculty Senate and vote on this proposal at the next Senate meeting.

Student Life – (*Amanda Espy-Brown & Kim Parker*) This committee met with Dr. Greg Vander Wal, Director of UA's Counseling Center. Emergency mental health care calls receive a response with 30 minutes. Regular calls are responded to with five to seven days. Students are allowed fifteen counseling sessions during the semester. The fee is fifteen dollars per session. The Counseling Center works with the Student Health Center in the event a referral or medication is needed.

Across the nation the ratio is one counselor for every 1,000 to 1,200 students. UA's ratio is one counselor for every 1,500 students. CCHS has a more long-term counseling benefit. Tele-health counseling is being considered at the University Medical Center. More details coming on that in the future.

There was discussion concerning the protocol followed in the death of students. There is a memorial service held every semester organized by the Student Life Office. Work is being done by the addition of counselors and mental health services. Training for faculty is available and that information will be placed on the Faculty Senate web site. Families are very sensitive to the release of any information being divulged concerning their family member. In addition, there are laws governing privacy in such matters. President Greer will pursue obtaining more information concerning student death statistics.

Academic Affairs – (*Rona Donahoe & Babs Davis*) The Academic Affairs Committee is working with the SGA to address the high cost of textbooks. The Supe Store has a 20% markup and will not order or stock older textbooks. There was discussion regarding Educational Resources which may not be a solution due to questionable content. The SGA representatives were encouraged to meet with the Supe Store and Libraries to explore other options. Barb Dahlbach will send a list of open textbook resources.

The Academic Affairs Committee met with Leslie Reid concerning the ongoing changes to the Faculty Handbook. The most important of these will be changes to Appendix B: Mediation and Grievance. A color-marked copy of the External Activities and Compensation policy, which has been reviewed by the Academic Affairs Committee, has been distributed to the Senate. The Faculty Senate Steering Committee reviewed this last week. The items coded yellow were already in the Handbook. The green coded are items that have been added to bring the policy into alignment with ORED's Policy for the Disclosure of External Activity By Faculty and Other Research Grant and Contract Eligible Employees. The pink coded items are explanatory comments. A vote on one set of changes will be taken in the Faculty Senate meeting in December.

Financial Affairs – (*Todd DeZoort & Tom Baker*) This committee met with Vice President Matt Fajack to discuss faculty salaries. Twenty-four peer institutions have been identified for gathering and sharing data to compare the salaries at different levels.

IT & Strat Com – (*Patrick Kung & Xiaoyan Hong*) The IT & Strat Com Committee will be gathering questions and topics for Ryan Bradley, Vice President for Strategic Communications, to address in his presentation at the Faculty Senate meeting in December. Discussion included access to the network noting that OIT is stopping access to all Windows 7 devices on January 16, 2023.

Community & Legislative Affairs – (*Joy Burnham & Steven Yates*) May 11, 2023 is the date for the Brewer Porch Teacher Appreciation luncheon.

Diversity, Equity & Inclusion – (*Thomas Herwig & Alessandra Montalbano*) This committee met with Dr. Christine Taylor. A meeting will be held in December to determine what the specific action items are and what are the next steps toward moving those forward. A DEI summit meeting will be held next spring.

Faculty Life - (*Heather Elliott & Alex Tokovinine*) The Faculty Life Committee presented a statement of support for Iranian students and faculty on campus.

Any feedback and comments should be sent to this committee. A vote will be taken at the December meeting of the Faculty Senate.

The research continues concerning the Scholars-at-Risk program.

Compliance Committee – (Babs Davis) Compliance training rates are raised. **Faculty &**

Staff Benefits Committee – (*Rona Donahoe*) No report.

Meeting adjourned at 5:15 P.M.