

FACULTY SENATE MEETING

February 20, 2024

1008 NURSING

APPROVED MINUTES

ATTENDANCE: Kristi Acker, Paulo Araujo, Craig Armstrong, Tom Baker, Bruce Barrett, A.J. Bauer, Sheila Black, Serena Blount, Kimberly Boyle, Ibrahim Cemen, Brian Clark, Kim Colburn, Caryl Cooper, Jenni Cox, Nathan Culmer, Thang Dao, Babs Davis, Rona Donahoe, Heather Elliott, Nirmala Erelles, Gayle Faught, Connor Franklin, Renata Fuchs, Marysia Galbraith, John Giggie, Ruth Ann Hall, Courtney Helfrecht, Thomas Herwig, Xiaoyan Hong, Alison Hooper, Matthew Hudnall, Stacy Hughey Surman, Hasan Isomitdinov, Jihoon (Jay) Kim, Tonya Klein, Sushma Kotru, Patrick Kung, Leah LeFebvre, Courtney McGahey, Micah McKay, Kelly McPherson, Bharat Mehra, Alessandra Montalbano, Anil Mujumdar, Jennie Northam, Aislinn O'Donohoe Riley, Rebecca Owings, Shanlin Pan, Shreyas Rao, Matt Reynolds, Mallory Scogin, Harold Selesky, Rebecca Totten, Stephanie Anne Shelton, Brenda Smith, Sara-Maria Sorentino, Greg Starr, Michael Stewart, Shane Stinson, Erin Stoneking, Weihua Su, Gary Sullivan, Nicole Swoszowski, Edith Szanto, Theodore Tomeny, Carrie Turner, Matthew Valasik, David Walker, Charlotte Wegrzynowski, Susan Welch, Sara Whitver, Susan Williams, Steven Yates, Jeri Zemke

ABSENT: Ian Crawford, Dale Dickinson, Natasha Dimova, Carl Hancock, Sundar Krishnan, Di Luo, Lyndell McDonald, Kim Parker, John Petrovic, Bob Riter, Soledad Sanchez Valdez, Josie Schmitt, Clay Voorhees

ABSENT WITH ALTERNATE: Nelle Williams/Arora Meenakshi, JoAnne Payne/Spyridoula Cheimariou, Shibin Dai/Mojdeh Rasoulzadeh, Jessica Goethals/Wenfang Sun, Ruigang Wang/Mark Weaver

GUESTS: TIAA Representatives (via ZOOM)

PRESENTATION – Jason Andrade, TIAA Relationship Manager for the University of Alabama System

- Introduction of Target Date Plus model portfolios, replacing TIAA's age-based lifecycle funds, with the option for election alternatives/opt-outs.
- Share class changes for three Vanguard funds (total bond market, extended market, and real estate fund) to reduce administrative and investment fees.
- The implementation of Target Date Plus model portfolios managed by SaveView, offering a rebalanced, professionally managed portfolio every 90 days.
- The inclusion of TIAA traditional as a fixed income component in new models, providing the option for guaranteed income for life.

- Reduction in annual fees for the new portfolios to \$0.30 per \$1000 invested, alongside a significant reduction in total plan and record-keeping fees.
- A comprehensive transition plan involving written communication, virtual and in-person workshops starting from March 3rd, with new contracts beginning on April 3rd. Participants have flexibility in their investment choices, with ongoing opportunities to review and adjust their investment strategies.
- Beneficiary designations will automatically transfer to new contracts with the first payroll contribution directed to the selected Target Date Plus model, unless opted out, with existing balances transferring on May 6th.
- Over 60% of current employees are enrolled in target date funds, with support available for those wishing to unsubscribe and seek alternative investment advice.

Roll Call and Quorum Check – (*Rona Donahue*)

Attendance recorded and minutes were distributed before the meeting. Minutes were approved with none opposed and no abstentions.

President’s Report – (*Matthew Hudnall*)

- **Board of Trustees**
 - **Core Curriculum Refinement:** UAB is in the process of refining its core curriculum.
 - **University Early Childhood Development and Educational Center Renovations:** The board approved two major renovation packages, including interior renovations and a new roof, reducing the budget from \$14.1 million to \$10.6 million due to favorable bids. The facility aims to accommodate 250 children and will feature a renovated gym and a new or partially covered playground. The target opening is in August, with an early sign-up process being coordinated. UA is exploring development opportunities for a 5-acre plot near the new Development Center.
 - **McClure Library Renovation:** Estimated at \$26 million, the project includes expanding space and installing an ADA-compliant elevator.
 - **Bridge Enhancement:** A \$6.4 million enhancement is planned for the bridge near the Law School to improve traffic flow, especially during game days.
 - **Board Rule Changes:** Modifications to Board Rule 502 and 505 have been made, with impacts on academic programs to be announced.
 - **Course Proposal Process:** The Notice of Intent to Submit a Proposal (NIST) is being replaced by the Notice of Pending Proposals (NPP) to streamline the course proposal process, with effects on all UA programs and an uncertain timetable for approval.
- **Legislation Update**

- Faculty are encouraged to read SB129, a bill concerning Diversity, Equity, and Inclusion (DEI), and submit feedback to the Quick Response Team by Friday. The team will categorize responses and forward them to Charlie Taylor. It's suggested that feedback be compiled by senators from each college to streamline submissions. Faculty who wish to speak out publicly for or against the bill must do so using a disclaimer that their views do not necessarily reflect those of the University and that they are speaking as a citizen and not in their employed capacity.
- **Name Preference Update**
 - A meeting was held with the individual who maintains Banner and it was found that the system can update a name for tax purposes but has never been utilized. Testing is currently in process to ensure it is appropriately populated. If successful, HR could establish a request process for a name change for a non-compliant last name. If the requested name change is approved, the requested name will become their official name in Banner, email addresses and syllabi. The policy should be as vague and flexible as possible as all situations are not the same.

Vice Present's Report – (*Steven Yates*) – No report.

Secretary's Report – (*Rona Donahoe*)

- Letters of Intent for Senate President and Vice President positions have been received. The position of Secretary is open, with Kim Parker expressing interest and Rona offering mentorship. Faculty Senate Bylaws allow for floor nominations at the February meeting. Kim Parker was the only Senator nominated for Secretary. The election of Senate officer positions is scheduled for March.

Senate Committee Reports

- **Community & Legislative Affairs** – (*Serena Blount & John Giggie*)

Community: Tuscaloosa Rezoning

- The City of Tuscaloosa has drafted a new zoning code and is now in the process of applying the new codes to all parcels throughout the city. A meeting was held for all properties North of the river. The majority of those in attendance were real estate developers. Most residents are unaware of what is taking place.
- An interactive map is available online for property owners to see how their property is zoned and what it will be in the future.

- A meeting will be held next week for West Tuscaloosa. One piece of the map will be released at a time. They are moving from a use-based zoning code to the hybrid use/form-based zoning code.

- **Academic Affairs** – (*Rona Donahoe & Babs Davis*) –

Faculty Handbook Proposed Changes

- Faculty Handbook changes were distributed as attachments to this meeting's agenda. The Academic Affairs Committee has reviewed and provided feedback on these changes, which the Provost accepted. There will be discussion before voting on these changes at the March Faculty Senate meeting.

Chapter 2 – Faculty Personnel Policies

- Changes involved language necessary to incorporate Guidelines for Renewable Contract Faculty Titles and Promotions into the Handbook and allow joint-appointed faculty participation in TP&R committees (approved previously by the Senate).

Appendix F – Policy on Academic Misconduct in Scholarly Activities

- Appendix F changes were driven by existing federal regulations. Tanta Miles retired from the Sponsored Programs/Office of Research and Lauren Wilson is the new Research and Scholarship Integrity Officer (RSIO). She has completed RIO training and found the current academic conduct policy doesn't meet federal standards. The University's academic consultant Huron recommended that the Provost be removed from the misconduct investigation process because they must make an unbiased decision on academic misconduct cases.

Subvention Program – Suggestions for improvement

- Suggestions and feedback received for the Subvention Program were sent to the Provost's office.

Graduate +/- Grading Survey Distribution Plans

- The Steering Committee will do a beta test with the survey before sending it to the Graduate School. The beta test should be completed within the next week.

- **Student Life** – (*Carrie Turner & Dale Dickinson*) –

Meal swipes update –

- A meeting with Family Dining and Student Care and Wellbeing was held and as of that date of the meeting, there were 28,000 meal swipes available for donation. The idea is to make students aware of what is available to them, either by spreading the

word, putting on the syllabi, or a pool on the website. They are in the process of looking into a way to track these donations. A discussion regarding meal swipes followed.

Cleary Reports

- More information will be provided in March. A discussion followed regarding the security on campus and institutional responsibility of the university to ensure that our students are safe.
- **Research & Service** – (*Shanlin Pan & Clay Voorhees*)
 - The small grant funding rate for 2024 is 32.5% or 83 proposals. Funding amount was 239K, up from 2021 which was 153K or 123%, compared to 2019 at 376K with 81% funding.
 - Conversations with Dr. Allen Parrish continued with discussions on ways to improve the program and creating new programs, travel and other initiatives.
- **Faculty Life**- (*Kim Colburn & Heather Elliot*)

12-month Faculty Leave Issue

- Currently working on policies for 12-month faculty related to load work and time off when children are sick.

Campus Movement Initiatives

- Working to make the campus a more welcoming place for the community and for the families of faculty, staff, and students. Several ideas have been discussed to include movement-oriented activities on campus and ideas related to public art and having art space units on campus.

- **IT & Strategic Communications** – (*Patric Kung & Xiaoyan Hong*)

UA Box – Exceeding Licenses

- UA currently has 50,000 licenses but exceeds this number by 6,000. A total of 7,000 have never logged in. Input is needed from faculty on this topic.

Xfinity for Dorms – Update

- Significant problems have occurred since the installation of Xfinity WIFI throughout the dorms; on-going improvements have been made.

Blackboard Ultra – Fall 2026

- The goal is to be on board with Blackboard Ultra by 2026. Early trial migration is available. Once migrating to Ultra, there is no returning to the previous version.
- **Financial Affairs** – (*Tom Baker & Shane Stinson*) – No report
- **Faculty & Senate Governance** – (*Jeri Zemke & Ruth Ann Hall*)

Ombudsperson

- Nominations are needed for Ombudsperson. The deadline for nominations has been extended.
- Nominations are needed for Graduation Marshals for the upcoming commencement.
- **Diversity, Equity & Inclusion** – (*Thoms Herwig & Sheila Black*)

DEI Summit Focusing on Disability Among Faculty

- Upcoming DEI events will focus on faculty with disabilities, as well as discussions on the mining accident. The DEI Breakfast is scheduled for March 1st.

Reports from Other Committees

- **Faculty and Staff Benefits Committee** – (*Rona Donohue*) –
 - A presentation was held on the new retired plus option. This is a voluntary contribution and is not part of the normal payroll deduction.
- **Compliance Committee** – (*Babs Davis*) – No report
- **UA Safety and Security Committee** - (*Jennie Northam*) –
 - UAPD has responded to e-bikes and scooters on sidewalks. Violators were being ticketed, however, due to being understaffed, they were unable to ticket that number of issues. Attempts are being made to ticket obvious offenders, but limited resources do not allow for the handling of all the issues.
 - UAPD is heavily policing several intersections throughout campus, particularly the Hackberry intersections. Additional policing is being added to the intersection of Hackberry and Bryant Drive. UAPD is aware of the issues and are doing their due diligence to resolve these issues.

Old Business

New Business

A brief discussion was held regarding e-learning and UA weather related closures and options to stay on course track with an e-learning day. It was suggested that this be forwarded to one of the committees.

Reminders

- The next Faculty Senate meeting is March 19, 2024 – 1008 Nursing

Meeting Adjourned